

1 UNITED STATES OF AMERICA  
2 NUCLEAR REGULATORY COMMISSION

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4 OFFICE OF INVESTIGATIONS

5 INTERVIEW

6 -----x  
7 IN THE MATTER OF: :  
8 INTERVIEW OF : Docket No.  
9 DALE JACOBS : (not assigned)  
10 :  
11 -----x

12 Wednesday, January 18, 1995

13 Training Building  
14 St. Lucie Nuclear Plant  
15 7585 South Highway 1A  
16 Jensen Beach, Florida 34957  
17

18  
19 The above-entitled interview was conducted at

20 2:55 p.m.

21 BEFORE:

22 VANESSA SELEWSKI Investigator

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EXHIBIT 6  
PAGE 1 OF 50 PAGE(S)

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## 1 APPEARANCES:

2

3 On Behalf of the Nuclear Regulatory Commission

4

5 VANESSA SELEWSKI, Investigator

6 U.S. Nuclear Regulatory Commission

7 Office of Investigations

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1 P-R-O-C-E-E-D-I-N-G-S

2 2:55 p.m.

3 MRS. SELEWSKI: For the record, it is January  
4 18th, 1995. This is the transcribed interview of Dale  
5 Jacobs and it is being conducted at St. Lucie Power Plant.  
6 And present at this interview is Mr. Jacobs and Vanessa  
7 Selewski, Investigator with the NRC Office of  
8 Investigations.

9 The allegation concerns Norman Hallenbeck. He  
10 has claimed that he has been intimidated and harassed and  
11 discriminated against by Ernie Poarch and Herman Fagley  
12 because he's voiced some concerns and stopped work on  
13 certain welding procedures or work. He feels like he's  
14 been harassed by Management, or by his Management over a  
15 period of time.

16 MR. JACOBS: Uh-huh.

17 MRS. SELEWSKI: And he felt he's been demoted  
18 and his performance appraisals have decreased because he  
19 has spoken up about certain welding requirements or code.

20 I'll go ahead and ask that you raise your right  
21 hand.

22 Whereupon,

23 DALE JACOBS,  
24 being duly sworn by the Investigator, was examined and  
25 testified as follows:

## 1 DIRECT EXAMINATION

2 MRS. SELEWSKI: What is your full name, address  
3 and telephone number?

4 MR. JACOBS: Henry Dale Jacobs. Address is [REDACTED]  
5 [REDACTED] 7C  
6 [REDACTED] phone number is area code [REDACTED]

7 MRS. SELEWSKI: And what is your position now?

8 MR. JACOBS: I'm -- It's still the same, I'm a  
9 welding engineer for Florida Power & Light.

10 MRS. SELEWSKI: Okay. Are you in a temporary  
11 supervisory position?

12 MR. JACOBS: What I'm been told, that I would  
13 fulfill the welding responsibilities until further notice,  
14 until, the way I understand it is Norm's old position has  
15 been posted and until it's filled. So basically I'm  
16 currently acting as a lead, but really nothing's changed.  
17 I'm still doing the same thing I was previously.

18 MRS. SELEWSKI: Okay. And getting more pay for  
19 your lead --

20 MR. JACOBS: No, I'm not.

21 MRS. SELEWSKI: -- welding position?

22 MR. JACOBS: No.

23 MRS. SELEWSKI: So you're really just acting in  
24 Norm Hallenbeck's position --

25 MR. JACOBS: Right.

7C 11 10



1 MRS. SELEWSKI: -- for now?

2 MR. JACOBS: Uh-huh (Nods affirmatively.)

3 MRS. SELEWSKI: Do you know about what time  
4 frame that his position will be filled?

5 MR. JACOBS: No. The way I was explained to me  
6 after Norm resigned last summer and I was asked if --  
7 about doing this, I was told that they were going to put  
8 his position in Human Resources till after the outage and  
9 then they would assess what they were going to do with it.  
10 That they personally felt that Jerry and myself could  
11 handle the responsibilities, they really didn't need the  
12 t'... person, but they were going to just observe and see  
13 how the workload went.

14 Recently in the Internal Placement System his  
15 position has been posted. And it's all speculation but  
16 they're talking about a reorganization on site, which  
17 would possibly put whoever fills that position over the  
18 whole site, maintenance and construction, where before it  
19 was just over the construction site. And that's where it  
20 stands at this point. As far as any details, none of  
21 that's been addressed beyond that to me.

22 MRS. SELEWSKI: Okay. Have you been told that  
23 there's a good chance you would get into that position?

24 MR. JACOBS: I voiced to Herman last summer I  
25 didn't feel I was the person for that job.

1 MRS. SELEWSKI: Okay.

2 MR. JACOBS: I wouldn't be interested in it  
3 coming from this environment that has been created that I  
4 have -- I think someone from outside and someone new was  
5 better suit FP&L as a whole than to field from within.

6 MRS. SELEWSKI: Okay.

7 MR. JACOBS: And I also think there's some  
8 additional requirements being put on the position that  
9 requires a four-year degree, but I'm not certain of that.  
10 And I -- there, again, I wouldn't be able to meet those  
11 requirements anyway.

12 MRS. SELEWSKI: Okay. What about other  
13 qualifications regarding experience in this and that for  
14 that position? He thought you'd meet those or --

15 MR. JACOBS: Personally I'm qualified for the  
16 job. Like I say I just personally don't feel that it  
17 would be good and I really wouldn't care for it that much  
18 anyway. I like what I'm doing and the position I'm in.  
19 Sometimes the more elevated a position gets the more  
20 politics comes into play and I'm really not fond of that.

21 MRS. SELEWSKI: Okay. And Hallenbeck was your  
22 supervisor before he resigned?

23 MR. JACOBS: Uh-huh. (Nods affirmatively.)

24 MRS. SELEWSKI: And how long was that, was he  
25 your supervisor?

1           MR. JACOBS:    On a permanent basis, from -- I was  
2   working for UENC Catalytic at the time, April of '91 up  
3   until he left. I believe it was April 8th to be exact.  
4   Previous to that had been off and on an outage on occasion  
5   where I would come out. He was at that time what we  
6   called a lead welding person. It was when he switched  
7   over to FP&L, at what time I don't know, that he became a  
8   welding supervisor per se.

9           MRS. SELEWSKI:   When you say UENC, that's United  
10   Engineering and Construction?

11          MR. JACOBS:    Right.

12          MRS. SELEWSKI:   Okay. So, what kind of working  
13   relationship have you had with Mr. Hallenbeck from the  
14   very beginning up till the end when he resigned?

15          MR. JACOBS:    We had a in the beginning a real  
16   good working relationship. I enjoyed Norm a lot. He was  
17   a good person to really look out for his people. And when  
18   his supervisor -- I'd say in the neighborhood of a couple  
19   of years ago he began to deteriorate. And in my personal  
20   opinion that was all self induced.

21                 We had people retire and the new people come in,  
22   Ernie and Herman. And even before Ernie, in defense to  
23   him, and I didn't know him prior either, I had no history  
24   with this man, Norm -- Ernie came on site as a  
25   construction supervisor for a period of time. He was up

1 from Turkey Point. Norm was told by somebody, so he  
2 claimed, a lot of negative things about Ernie. And he  
3 basically demonstrated just a very negative interface  
4 towards the man even before he became a supervisor up here  
5 permanent.

6           And my opinion with Norm, Norm is a very insecure  
7 individual. Having known him the way I did I know that  
8 even when we had a good relationship it was very important  
9 that you be careful how you disagreed with him. Norm's  
10 very intelligent, extremely intelligent, but he's also  
11 very insecure. And he gets the feeling that people are  
12 against him all the time. So you have to be careful of  
13 how you disagree with him.

14           And I watched him from the time where he was a  
15 new FP&L employee. I was a contractor. He started out  
16 really liking people, but as in any job when you start  
17 interfacing and you disagree, which other departments  
18 always will be, Norm began to dislike those people. They  
19 were against him. And I personally feel that, and  
20 especially after Ernie became his supervisor, that a lot  
21 of -- he became so obsessed with beating him that he  
22 imagined things. And Norm took me over to the Test Shop,  
23 that was his retreat, and talked a lot and expressed how  
24 Ernie was -- didn't like him. Well, Norm created that  
25 situation. Which Ernie I don't believe personally ever

1 disliked him. But Norm in his mind didn't believe that  
2 Ernie didn't. But yet Norm's the one that created the  
3 working environment.

4           It's like any job, whether you go to a new job or  
5 you get a new boss you have to make adjustments to who you  
6 work for. They make some, you make some. But I never  
7 personally seen Ernie do anything against our program.  
8 I've seen him and Ernie both request his presence at  
9 meetings that were welding-related, for his input.

10           And I do not believe and we -- that our program  
11 has been in any way jeopardized, because we have a good  
12 program. We have a proven program. Our Q.A., Q.C.  
13 functions properly. If you investigate into our system  
14 you'll find that non conforming or things that are in  
15 question are always addressed and there's always a  
16 resolution to it. It's a big program. But had we done  
17 anything to jeopardize that it would have been officially  
18 known to start with. The program has been in place for  
19 many years and hasn't been jeopardized at all. We've had  
20 mistakes we've made that's always been addressed with the  
21 appropriate document and non conforming conditions and  
22 corrected as it should be.

23           MRS. SELEWSKI: When you talked about  
24 deteriorating, you were talking about the relationship  
25 between you and -- the working relationship with you and

1 Mr. Hallenbeck. When did you start seeing a deterioration  
2 with how he was dealing with his employees or his  
3 interpersonal skills or --

4 MR. JACOBS: Well, it was rather sudden, because  
5 Norm talked to me about it all the time. We were friends.  
6 We were socially involved with each other. And naturally  
7 he felt confident enough to where that when we were  
8 together that he discussed things with me. And in the  
9 beginning his dislike, like I told you, for Ernie was from  
10 the get-go. And -- but Herman, he really liked Herman.  
11 Herman's a nice person. He's a people's person. But when  
12 he tried to get Herman to let him report directly to him  
13 to change the organizational chart Herman told him no.  
14 And at that point Herman became a -- or he began with a  
15 low opinion of Herman, that he was dumb, you know, and a  
16 lot of remarks that shouldn't have been said. And if they  
17 had any confrontations between themselves over that, him  
18 and Herman, I don't know about it.

19 I know -- like I know the situation that Ernie  
20 asked Norm one time that, he says, what have you got your  
21 men doing? In a casual, Norm's response, why are you  
22 always -- I forget what it was -- trying to intimidate me,  
23 or something of that nature, I can't remember what it was.  
24 But just as a negative reaction.

25 One other situation. I came in from work one



1 morning, I was with Catalytic at the time. I signed in  
2 and I was walking down the passageway and I said good  
3 morning to Ernie and he hollered at me, he said, hey, give  
4 this to Norm when you go in. So I took it to him. I  
5 don't remember the document, but it was a memo or  
6 interoffice correspondence. For thirty minutes I sat and  
7 listened to Norm go on about how Ernie did not recognize  
8 him as a supervisor, that he was getting to where that he  
9 was going to other people, Jerry or myself, and we were  
10 all equal, et cetera. After a half hour of that, which  
11 went into the work time, I spoke up and told him, look, if  
12 you have a problem let's get Ernie in here. Norm did not  
13 want us interfacing with anyone outside of his -- he's  
14 very protective of that. And it was good to a point, but  
15 it also alienated us as a group, those three of us.

16           And it just -- by him -- getting back to your  
17 question, him talking to me consistently, you could say I  
18 noticed it within, say, six months or so it was notable  
19 because of the conversation that continually went on.

20           MRS. SELEWSKI: Six months of your being under  
21 his supervision?

22           MR. JACOBS: Uh-huh. Six months under -- after  
23 Ernie became supervision, say, in the neighborhood of six  
24 months after Ernie was -- became our supervisor that these  
25 feelings that Norm had towards him that it just began to

1 get a hold of him. It just -- that's all he talked about.  
2 His -- the names he called our counterparts and the  
3 negative names. It would just -- it became -- it got to  
4 where it was continuous. It got to where that in the  
5 mornings -- I usually come in a half hour or so before  
6 work, that I would sit in the parking lot till time to  
7 come in just to where that I only listened to it for the  
8 time that I stayed for.

9           And it was really sad because an individual had a  
10 lot to offer and we had a good department. He stood to be  
11 the person to become over the whole site as a welding  
12 person. But he's very headstrong. But --

13           MRS. SELEWSKI: Did you feel free towards safety  
14 or nuclear concerns when you were under Hallenbeck's  
15 supervision, to whoever you wanted to voice those concerns  
16 to?

17           MR. JACOBS: Well, if I'd have had a problem  
18 with a safety or a procedure problem, something of that  
19 nature, Hallenbeck wouldn't have stood in my way for that.  
20 I didn't mind -- well, I minded, but it was the  
21 circumstances was then as he began to alienate us from  
22 other groups if he didn't want us interfacing with them  
23 unless we went through him, that was fine. We happened to  
24 be a department that interfaces with all groups that have  
25 any welding activities and it's like we freelance out more



1 in the field. It got to the point that any even a minor  
2 decision made in the field he didn't like it. He wanted  
3 it to come through him. He had to be -- it's like if he  
4 was in a meeting and something came up he wasn't aware of  
5 it he told us we made him look bad, you know, which is  
6 untrue. There was just sometimes there was a lot of time  
7 lost between the field and the office and I just really  
8 don't feel that was the case, you know.

9 MRS. SELEWSKI: Did he tell you -- instruct you  
10 not to talk during meetings or give your opinion --

11 MR. JACOBS: Yes.

12 MRS. SELEWSKI: -- during staff meetings, or  
13 what kind of meetings were they?

14 MR. JACOBS: On any -- when it was related to a  
15 welding thing he did not want us making any decisions in  
16 the meeting. The -- He wanted us to bring back from the  
17 meeting what he took. Or if he was at the meeting we were  
18 there just more as a figure, not for input. Norm  
19 maneuvered things a lot, you know, to make it work for  
20 him. And sometimes an honest answer or an opinion could  
21 counter that type of behavior. And so -- I can give you  
22 an example.

23 I believe it was two outages ago when we were in  
24 a situation that we got split up on shifts. Jerry and  
25 myself and Norm and we were joined by counterparts from

1 other parts of the company. And Jerry and Norm were  
2 together. And Jerry became just a thorn in Norm's side.  
3 Unjustly, but he did. And so Norm got swung over to night  
4 shift and Jerry was on days with a guy that Norm didn't  
5 care for and he told Jerry, he said, you go to those  
6 meetings, but you sit there and don't you say a word.

7           And that was one of the things at the beginning  
8 of him and I beginning to have words is the fact that  
9 Jerry is a very meek person and a nice person. He wants  
10 to do right. And he -- new in the job over the last  
11 couple of years and wants to do well. And that was one of  
12 the items I confronted Norm on. I asked him, and I was  
13 pretty worked up at the time, I asked him how do you  
14 expect an employee to function when you treat him this  
15 way? And he comes back out to me that he's looking out  
16 for us. My response to him, we have to learn and we have  
17 to -- and we make mistakes. We have to represent it,  
18 that's what we're hired to do. We're not all going to  
19 speak the same, but our intention is to get to the same  
20 point.

21           But Norm chose Jerry, submitted him. We  
22 interviewed him together. Norm was very high on Jerry. I  
23 don't know what ever happened to turn Norm against Jerry.  
24 But I know and I never -- I didn't listen to  
25 conversations, but I know that Norm used to take him to

1 the Test Shop and just climb all over him. And Jerry was  
2 just -- Jerry has called me and talked to me before  
3 wanting to know what's going on, and a grown man basically  
4 in tears. And it went on for so long it really became  
5 ( [REDACTED] ) disturbing to Jerry. ( [REDACTED] )

6 [REDACTED] 7C  
7 [REDACTED] ) And that used to disgust me, and then Norm would  
8 get me over there and gloat about what he'd done.

9 MRS. SELEWSKI: About what he'd done to Jerry  
10 or --

11 MR. JACOBS: About what he'd done to Jerry. How  
12 much he conveyed to me that was actually said in the  
13 meeting, I couldn't confirm that. But I know that Jerry  
14 was [REDACTED] very upset for a long time. And it -- it  
15 used to bother me a lot. But I didn't say anything. And 7C  
16 until I finally -- in the end Norm and I did have -- I'm  
17 sure he's mentioned it, that he and I did have a  
18 confrontation.

19 MRS. SELEWSKI: Yeah, and I want to get into  
20 that in a little bit. Did you feel like Norm intimidated  
21 and harassed Jerry?

22 MR. JACOBS: Very much so. A matter of fact, I  
23 can personally say that based on -- it's my opinion what I  
24 see and what I know that this role should be reversed and  
25 be a legitimate one. But Jerry's not the type person that

7C Boston

1 would ever do that. He'd -- he'd handle it on his own one  
2 way or the other, I think.

3 MRS. SELEWSKI: How did you feel that Norm was  
4 intimidating and harassing Jerry other than what you've  
5 mentioned so far, the way he talked to him and --

6 MR. JACOBS: Well, Jerry is equal to me when he  
7 was hired. Jerry has a lot of talents that I don't have.  
8 I -- the way I perceive Jerry, you know, Jerry's a good  
9 writer. He speaks well. He's -- he may be short in areas  
10 that I may be long in, but there is a balance there, you  
11 know.

12 And Norm became so disgusted with Jerry over  
13 nothing that we -- here we are, we're FP&L people.  
14 Usually Norm and I, we'll cover -- we'll work three shifts  
15 or whatever, but we generally make the FP&L person the  
16 lead on whatever shift they're on because we hire  
17 temporary people. And he -- his first outage here he put  
18 Jerry on second shift as the lead before he really even  
19 had a chance to get his feet wet. Then he turns around  
20 and people had come to Norm, and I was witness to this,  
21 telling Norm what a good job Jerry done. One particular  
22 guy was a Q.C. guy. Norm comes to me, states that Jerry  
23 must be letting Q.C. dictate what to do, they like him too  
24 much. So the next outage he brings Jerry on days, I go on  
25 second shift, and makes him do nothing but clerical work,

1 which is part of our job, but we do both.

2 But he solely assigned him to the desk that he  
3 did nothing but clerical, you know. And from what I  
4 understand, and I'm not sure of this, but according to  
5 Norm that he went and tried to -- went to the guy that  
6 hired us when we switched over and tried to get Jerry run  
7 off. And according to Norm he was told that they all  
8 worked too hard to get these guys on, you wanted them,  
9 bring them along.

10 And so, things like that I think he harassed --  
11 in my opinion is harassment, to falsely work a person or  
12 put them under a pretense that were doing bad when in  
13 essence they weren't. To take compliments that come from  
14 other departments on the individual and feel that the  
15 individual is accommodating them to their likes rather  
16 than enforcing what we're required to do, which was false.  
17 He even went to one of the temporary contractors and told  
18 him that, hey, Jerry's the lead on nights, but I expect  
19 you to oversee it. That's wrong.

20 And Jerry told me that in one of the episodes at  
21 the Test Shop that, he says, I was just in disbelief. He  
22 says, I could not believe the things that he was saying to  
23 me. And finally I says, Norm, tell me what you want and  
24 I'll do it. Norm threw up his hands and said, I don't  
25 want to talk about it any more, and walked out. And

1 that's no way for a supervisor to conduct himself. Even  
2 if I liked him at the time, that's wrong. And that's how  
3 I've based my feelings about my perception, that if anyone  
4 had a prob -- concern about harassment it would be Jerry  
5 by Norm.

6 MRS. SELEWSKI: Okay.

7 Were you a witness to or did you ever hear about  
8 Ernie or Herman intimidating and harassing Norm?

9 MR. JACOBS: No.

10 MRS. SELEWSKI: There were a few specific time  
11 frames that Mr. Hallenbeck mentioned to me that I want to  
12 ask you about that you may or may not have been involved  
13 in. Welding work, 1993 outage involving a Bergen-  
14 Patterson Support. Well, I guess it was a bad weld in  
15 the component cooling water system and Hallenbeck wanted  
16 to stop work on that so that it could be corrected. I  
17 guess the weld just needed to be taken apart and redone.  
18 Were you -- do you remember that time frame?

19 MR. JACOBS: I remember vaguely something about  
20 this, but from what I remember is we cut the weld out.  
21 There was a discrepancy report or something written, a  
22 WRR, if it's the one I'm thinking about. And it was  
23 corrected. There was a concern over something -- I don't  
24 know if this is the same one we're talking about, but  
25 there was a hanger that a pipe fit inside a pipe. It was



1 a manufactured support, and something about the weld size  
2 and the pipe size would have created a gap possibly at the  
3 toe of the weld. If that one's the one a paper was  
4 written on that to correct it.

5 MRS. SELEWSKI: WRR, what does that stand for?

6 MR. JACOBS: Weld Repair Report.

7 MRS. SELEWSKI: Okay.

8 MR. JACOBS: It's possible that was the time. I  
9 wouldn't say for sure.

10 MRS. SELEWSKI: Okay.

11 MR. JACOBS: But I do remember a problem with a  
12 support along those lines and it was corrected.

13 MRS. SELEWSKI: Okay.

14 What Hallenbeck is claiming is that when he  
15 wanted to stop the welding or wanted to redo this, take it  
16 apart and put it back together the correct way, that Mr.  
17 Poarch became really upset with Hallenbeck and tried to  
18 convince everyone that the weld could be just accepted the  
19 way it was, it didn't need to be redone or rewelded. Were  
20 you aware of that?

21 MR. JACOBS: No. I'd -- like I say, if there's  
22 usually a non -- there's a lot of people that hate it when  
23 mistakes are made or we have a non or just a plain screw-  
24 up -- pardon my language -- the -- it's a lot of people  
25 don't like it. Even we don't like it. But that doesn't

1 mean it doesn't get addressed. And to my knowledge I  
2 heard nothing about -- about that. It was typical one of  
3 those items that we find a problem we try to correct it.

4 MRS. SELEWSKI: Uh-huh.

5 Norm was claiming that after that incident Mr.  
6 Poarch began some harassment. He doesn't specify what it  
7 was, but because Hallenbeck spoke up and wanted to stop,  
8 you know, wanted to do the weld over he was harassed by  
9 Mr. Poarch. Had you ever heard anything about that?

10 MR. JACOBS: Huh-uh. (Shakes head negatively.)

11 MRS. SELEWSKI: Okay.

12 COURT REPORTER: Was that a no?

13 MR. JACOBS: Huh?

14 COURT REPORTER: Could I have a no instead of a  
15 nod.

16 MR. JACOBS: Oh, no, ma'am. There was, to  
17 answer your question, none to my knowledge. If -- as much  
18 as he talked to me about things like that, and a lot of it  
19 that he talked about, to me, in my opinion, was  
20 fabricated. That I think if there would have really been  
21 an issue I would have heard about it.

22 MRS. SELEWSKI: And there were incidents related  
23 to the Spring 1994 Unit One outage and a DEH system where  
24 there was welding work on that instrument line on the  
25 turbine deck. Procedure needed to be amended before



1 continuing work, so Hallenbeck wanted -- he had the work  
2 stopped so the procedure could be amended. Are you  
3 familiar with that incident?

4 MR. JACOBS: Yeah, but that's just a common  
5 thing. That's -- that's not an unusual -- what happened  
6 there was -- the little bit of detail I remember was the  
7 welders notified that they couldn't run at the amperage  
8 the weld procedure specified for that thickness of tubing.  
9 So we just had them hold up and we got an amendment, or  
10 revision amendment, whatever, to allow to drop an amperage  
11 is -- that's not an uncommon practice.

12 MRS. SELEWSKI: Hallenbeck claims that he told  
13 Poarch that, you know, the welding needed to be stopped so  
14 the procedure could be amended and Poarch said, well, you  
15 know, does anybody else know about this? Who else knows  
16 about this? Let's keep welding. Did you ever hear about  
17 that happening?

18 MR. JACOBS: No.

19 MRS. SELEWSKI: And of course Hallenbeck said  
20 that couldn't be done, they had to stop the work. And  
21 Hallenbeck says that Poarch continued harassment of him  
22 because he spoke up and wanted to stop the work.

23 MR. JACOBS: No, I don't -- I don't know that  
24 that happened. A matter of fact, that was just a real  
25 common thing. That was a no big deal problem that we --

1 that's not an uncommon situation to -- for the guys out in  
2 the field to run into a problem, they notify us and we  
3 make the adjustment. Sometimes there'll be something set  
4 aside maybe for days, you know, aside from that particular  
5 scenario.

6 MRS. SELEWSKI: Hallenbeck said that he -- there  
7 was one other way that Poarch harassed him was, you know,  
8 telling him he hadn't been attending meetings and giving  
9 his employees directions instead of Hallenbeck giving them  
10 directions. Basically going over his head and talking to  
11 you guys and giving you direction.

12 Any response on -- have you noticed anything like  
13 that happening?

14 MR. JACOBS: Well, that goes back to what I was  
15 telling you about the -- me bringing him the document that  
16 morning in to the office to drop off even before work  
17 started and the man merely asked me to just give that when  
18 I seen him. He had even stated when he said, he said I  
19 was back there earlier and Norm wasn't there, would you  
20 give this to him?

21 Norm was asked, and I was witness to many times,  
22 did Norm go to the two o'clock meeting, which is every  
23 day. And most of the time Jerry and I would cover it.  
24 But it was -- unless something was really going on all the  
25 other supervisors participated in the meeting. It's a

1 planning meeting for the next day. And Ernie was  
2 constantly trying to get him to go to the meetings, but he  
3 was never out of line in asking him to go to the meetings  
4 that I was ever witness to. Norm's excuse, oh, I'm too  
5 busy. I don't go along with that. I disagree with that.

6 MRS. SELEWSKI: And he felt, Mr. Hallenbeck felt  
7 that he didn't fit into the new regime because he did not  
8 want to bend rules to cut costs. And I'm assuming when he  
9 talks about new regime he's talking about the new  
10 management, Poarch and Fagley and replacement of Sipos and  
11 Parker? Parks was it?

12 MR. JACOBS: Parks. Everybody that I know of is  
13 -- when they came in and begin to do the replacements come  
14 and extended their hands to us. And the reason Norm  
15 didn't fit into the new regime is because he wouldn't fit  
16 into the new regime. He refused it.

17 Herman and Ernie both -- I know Ernie has -- had  
18 come, and I sat right across from Norm, Ernie many times  
19 had come by and sat down and tried to just have a casual  
20 conversation and Norm disliked him so bad that he would  
21 either just say yes or no, would not converse. Would not  
22 be friendly or anything to try to have a relationship with  
23 that, you know.

24 And I even talked to Norm I said -- I told Norm,  
25 I said, look, I said, if you left and you had a

1 replacement come in I would have to adjust, I said, and  
2 you need to learn to do the same thing. Not everybody is  
3 the same. They're going to have different ways, different  
4 methods of supervising people. And his statement would be  
5 was I'm not going to -- I forget the word he used -- is  
6 sacrifice the weld control program just to suit him. I  
7 never witnessed Ernie ever trying to get him to do that.

8           And up until Norm left I really made sure that I  
9 did no interface with Ernie. I made sure just in order to  
10 try to keep our relationship, because I had to work there.  
11 It was bad enough already. So up until Norm left, as far  
12 as one on one with Ernie my dealings with Ernie was  
13 basically when he was dealing with Norm or what have you.

14           And since then I personally don't think you could  
15 ask for someone better to support you than Ernie has with  
16 Jerry and I. I know Norm got to where that he -- he'd go  
17 around to Herman. He was trying to get Herman to let him  
18 report directly. And he would try to wait till Ernie for  
19 sure wasn't around so he could go to Herman, you know.

20           So I -- the reason he didn't fit into the regime  
21 was because he didn't want to fit in. Everybody extended  
22 their hand to him.

23           MRS. SELEWSKI:    Okay.

24           MR. JACOBS:    And if someone new came in that  
25 started off with Ernie, working with, Norm disliked that

1 individual from the -- from day one, where he had no use  
2 for him. That's -- he just was obsessed with it.

3 MRS. SELEWSKI: One of the other concerns that  
4 Hallenbeck expressed was part of Poarch's harassment too  
5 was he felt that Poarch was poisoning the thinking of you  
6 and Jerry and turning you guys against him. Completely  
7 against him.

8 MR. JACOBS: And that was impossible because  
9 Jerry and I both, when Jerry would talk to me about how to  
10 handle things and what we'd do was we just had to make  
11 sure that we made it a point that we did not take anything  
12 outside unless it went through Norm. And that we isolate  
13 ourselves with him in order -- because he's so insecure  
14 that if he seen one of us down the hall talking to one of  
15 Ernie's supervisors, well, he went into negative thoughts  
16 what we was up to and all that. And so it took a bit  
17 effort to try to keep him reassured that we would support  
18 him and all of that. And that was just a figment of his  
19 imagination.

20 MRS. SELEWSKI: He mentions the instance that  
21 occurred between you and him, he's got the exact date,  
22 April 12th, 1994, which you were very -- he says you were  
23 acting very irritable at him and wanted to talk to him  
24 privately in the welding test facility. Is that the  
25 confrontation you mentioned earlier?

1 MR. JACOBS: Uh-huh. (Nods affirmatively.)

2 MRS. SELEWSKI: He feels that that confrontation  
3 was all a part of you turning against him because Mr.  
4 Poarch basically manipulated that. What did the incident  
5 involve? He's got his side of it of what happened. I  
6 just want to hear what happened.

7 MR. JACOBS: Well, how it started was I just  
8 come off of nights and we had just had one of the best  
9 outages on the night shift portion that I'd ever went over  
10 and been on. And we had reached the point at that point  
11 that I offered no conversation to Norm other than  
12 business. Our social life had, for about seven or eight  
13 months had -- but my wife had got to the point she refused  
14 to even go. So -- or participate. We rode bikes together  
15 and et cetera.

16 So he said he wanted to see me over the Test  
17 Shop. So we went over and he would sit down and I knew he  
18 was getting ready to start one of these little deals and I  
19 was irritated with the environment anyway and we'd had a  
20 pre -- let me back up. There's a previous incident. That  
21 when we were in the outage and during the time frame that  
22 he had swung over to nights or they had put him on nights.  
23 We have a game on a computer and he couldn't get it to  
24 work on his, so he asked me how I got mine to do. So I  
25 told him I went through all of my computer and deleted all

1 the unnecessary files that were personal and stuff that  
2 were sitting dormant and just cleaned it up and got enough  
3 space to operate the game, because it was on a disk. And  
4 so he said, okay, that's what I want to do.

5 Well, in the meantime after that, I was back on  
6 days then, Jerry come to me and he went to retrieve a  
7 document and he come to me and he says, hey, all these --  
8 all our files are gone. I can't find any of them. And a  
9 lot of these documents we spent months developing them  
10 because they're welder qualification records. And then we  
11 built one, built a set for each procedure. A lot of work.  
12 And so I said, no, they're in there, so we went and  
13 looked. Man, they were gone. So, I hollered at Norm. I  
14 said, Norm, all of our documents are missing. Everything.  
15 And he come out there he says, oh, they're in there.  
16 They're in there, don't worry about it, he said, you'll  
17 find them, keep looking.

18 So I went and got the computer guy and he come  
19 over. And I explained, I said, there was hundreds of  
20 them. Man, he looked and he looked and we tried different  
21 paths to access and et cetera. And finally he said -- and  
22 Norm was just pacing the floor right there, and he could  
23 -- it was actually -- he was just as interested or he  
24 appeared to be as we were, because all I could imagine was  
25 starting back over. It took us several months, like I say



1 to build those. And -- because we were -- we even  
2 designed the form with all essential variables and stuff  
3 out of the Code book.

4 And finally he said, I'm going out and smoke.  
5 And Jimmy, the computer guy, said, well, Dale, I don't  
6 know, he says, they're just not there. And I said, can  
7 you see if they were deleted? He said, yeah, I can tell  
8 you that. And I even mentioned, I said, I don't know if  
9 Norm deleted them or not. Norm had left. I said, he was  
10 on the computer cleaning up files. And he said, well, I  
11 can look and see. So he accessed someplace. There they  
12 all are. All deleted. It gave the user ID that deleted  
13 them and the time. Every one of them. And they weren't  
14 retrievable. All it was was a record of the file name.

15 Norm comes back in and he said, did you find  
16 them? I said, they've been deleted. He said -- he  
17 started in, well, who deleted them? And I said, well, you  
18 did, Norm. I didn't delete those. He went into a denial  
19 thing. I said, Norm, it says right here UPSBNJH 11:06  
20 p.m. I said, none of us were here, you were the only one,  
21 that was on your shift. And he denied it, with me  
22 pointing it out right on the screen. And that really  
23 aggravated me. I didn't say nothing, it just -- it  
24 irritated me that he could deny it when it was right  
25 there. I knew Norm lied a lot. He fabricated and lied to



1 me and things like that.

2           Norm was very witty and he liked, you know, he  
3 liked to talk and had a lot -- like I say, there was a lot  
4 of good things about Norm. He had a lot to offer.

5           So anyway, back up to the Test Shop. He jumped  
6 up, he wanted to know what my problem was. And I  
7 responded likewise. I said I had no problem. And he told  
8 me, he said, ever since you come back off second shift  
9 you've had an attitude. And that tripped my trigger. And  
10 I unloaded on him. I told him everything that bothered  
11 me. I told him everything that bothered me about the way  
12 he done things, about the denial with the computer, about  
13 the way he was treating Jerry. And I'd never spoke to him  
14 about Jerry. And I told -- said things that I probably  
15 shouldn't say. I don't remember, because the more I  
16 talked the madder I got. It just was two years all balled  
17 up inside me and I unloaded it all.

18           But my main thing was over -- I think the real  
19 thing that really triggered me was the fact -- I went over  
20 the fact about what he told Jerry, about going to the  
21 meeting and sitting in the back and don't say anything.  
22 About the way he had treated him. I told him that he  
23 needed to come down off his high and mighty horse. I will  
24 admit that I wasn't very professional.

25           But after a couple of years of it with not being

1 able to point out things from my perspective and maintain  
2 a working relationship, because there was times if I  
3 disagreed with him he'd go days and not even speak to me.  
4 And that's tough in an environment. He was constantly  
5 telling Jerry and I we were going to get laid off, you  
6 know, during the restructuring. He said, you guys will be  
7 gone, you know. We don't need to hear that. It's tough  
8 enough with -- with the way things are and the difficulty  
9 of jobs that you don't need a supervisor telling you every  
10 day you're going to get laid off.

11           And one incident was on a -- one morning we was  
12 out there and we was talking and I said, well, I'm  
13 probably going to get off, and then he says, why do you  
14 say that? And I said, because you tell me that every day.  
15 For three days he didn't speak to me. He said, well, I'm  
16 just trying to keep you informed. He took it personally.  
17 And he would get like that and just pout.

18           And I don't know what all he said in the meeting  
19 and I don't remember everything I said in the meeting.  
20 But I did unload on him. Not about myself. I said  
21 nothing that was personally about me. But I did say a lot  
22 about the way things were going on in the department and  
23 his fighting with Ernie and what he was doing to Jerry.  
24 His denial over the deletion of files, et cetera, things  
25 like that. And then I left and I thought about it and I

1 went, and I'd never ever went to a supervisor's supervisor  
2 about a problem in my life, but it had reached a point,  
3 especially over Jerry, that I went and talked to Herman.

4 MRS. SELEWSKI: Was that around the April time  
5 frame?

6 MR. JACOBS: Yeah, that was -- that was when I  
7 did. And when I talked to Herman I didn't talk to him  
8 about me. I talked to him about the other things.  
9 Because I -- I usually take care of my own. But the  
10 overall importance of our department and from the  
11 standpoint of a fellow employee, who I am not friends  
12 with, had no ties to, but just a humane thing about what  
13 went on that -- and Jerry not standing up for himself,  
14 that I did. And that's --

15 MRS. SELEWSKI: So, you talked to -- you said,  
16 Herman?

17 MR. JACOBS: Yes.

18 MRS. SELEWSKI: About how Jerry was being  
19 treated by Hallenbeck?

20 MR. JACOBS: Yeah.

21 MRS. SELEWSKI: And by the --

22 MR. JACOBS: Yes. Herman had no idea that was  
23 going on. He was just -- when I told him that, he  
24 couldn't believe it. And Ernie was gone at the time. And  
25 when Ernie came back he come to me and talked to me. And

1 I said, I'll talk to you about what I talked to them, not  
2 about me, but just about what --

3 And it irritated me so much that later on that  
4 day in my telling Ernie about it I just -- I had to cut  
5 the conversation off because it made me mad again. That's  
6 how upsetting the whole scenario for two years anyway that  
7 this had been going on and just getting worse and worse  
8 and so I told him. And Ernie had never done anything but  
9 treat Jerry and I -- he's always friendly. Like I say, we  
10 didn't have a working relationship with Ernie because Norm  
11 didn't want to have. But when I told Ernie that, he says  
12 he was not -- he says, he can do anything to me he wants  
13 to, I can live with it, but I'm not going to let him treat  
14 his subordinates in that way. And that was -- you could  
15 tell he meant business.

16 MRS. SELEWSKI: Did he tell you what he was  
17 going to do --

18 MR. JACOBS: No.

19 MRS. SELEWSKI: -- when you said this? Okay.

20 MR. JACOBS: No.

21 MRS. SELEWSKI: And the -- the deleting of the  
22 files, do you feel like he did that on purpose?

23 MR. JACOBS: I -- there was no other reason --

24 MRS. SELEWSKI: Hallenbeck?

25 MR. JACOBS: -- because he was very involved.

1 He and I did those together. And matter of fact, he was  
2 more the creator than I was. I -- once we both worked to  
3 design one and he done most of the drawing and developed  
4 the directories for each group to go into. And we worked  
5 with those for quite some time. That I personally feel  
6 that he intentionally done it.

7 MRS. SELEWSKI: Why do you think he would do  
8 that?

9 MR. JACOBS: Bitterness. Just to create --  
10 because he turned right around and had Jerry and I rebuild  
11 them and then he wouldn't participate or something like  
12 that. It just -- the -- what he had in -- the type of  
13 person he'd involved -- evolved into.

14 MRS. SELEWSKI: When did that happen? Was that  
15 in April --

16 MR. JACOBS: Uh-huh. (Nods affirmatively.)

17 MRS. SELEWSKI: -- the files?

18 MR. JACOBS: That's when we identified it. It  
19 was -- I'm sure it was in the month of April or the latter  
20 part of March, right in there. It was -- the outage was  
21 still in progress when he was on nights, which according  
22 to the time and date in the computer he would have been on  
23 the third shift. And the identity or identifying that  
24 they had been deleted by him was done after I had came on  
25 day shift. To what day that was, I don't -- I don't know.

1 MRS. SELEWSKI: Okay. There was a performance  
2 -- interim performance appraisal that was done by Poarch  
3 on Hallenbeck in May of '94. At any point before that  
4 time frame were you told what was going to be on that  
5 performance appraisal by Poarch or Fagley?

6 MR. JACOBS: No. As a matter of fact --

7 MRS. SELEWSKI: Let's go off the record for a  
8 moment.

9 (Off the record.)

10 MR. JACOBS: We're back on the record.

11 In regards to my knowledge of him being  
12 reevaluated was found -- I found out about that after I  
13 came back from vacation. I left for vacation April 29th,  
14 I believe was the date, 28th or 29th. I don't know the  
15 date that Ernie -- I informed, or Ernie came to me about  
16 my confrontation. But it had to be in the later part of  
17 April, because when I went to Herman the only reason I  
18 went to Herman Ernie wasn't there. And so within that  
19 time frame I left for two weeks. And when I was returned  
20 Norm wasn't showing up for work. Well, the first day back  
21 he wasn't there and Herman had told me that when Ernie  
22 gets back on Tuesday -- because we were working four tens  
23 and he said he and Ernie would like to talk to Jerry and  
24 I. So when we -- Ernie got back they called us in, and at  
25 that point was when Herman told me that right now we want

1 you to take over the day-to-day welding activities. And  
2 Norm will handle the special projects -- continue with the  
3 computer program and handle special projects. So I said  
4 yeah, that's no problem, we'll do that.

5 MRS. SELEWSKI: What time frame was that again  
6 that he told you you'd be --

7 MR. JACOBS: That was -- let's see, I was gone  
8 for two weeks. I believe I -- not remembering the exact  
9 dates, around the 15th, 16th, 17th of May when I got back  
10 and we sat down. And he told me that, so I figured it was  
11 just temporary. But then as days went on, Norm's wife,  
12 who was still coming to work, was coming in and telling  
13 Ernie that Norm was sick, wouldn't be in.

14 So, I can't remember who told me that Norm was  
15 reevaluated but I don't believe it was Ernie, because that  
16 was a personal thing. Someone -- someone else had told me  
17 they -- oh, I know who it was. Norm told me. I called  
18 him because I knew there'd be trouble and I wanted to  
19 just clear the air, so I called him at home. And I said,  
20 what's going on Norm? He says, well, he says, I can't  
21 tell you. I've got an attorney. Or -- no, he said, I'm  
22 letting my doctor handle it. He'd started going to the  
23 doctor. So we talked a little bit and he said -- he told  
24 me that Ernie and Herman had called him in, reevaluated  
25 him and they had discussed mine and his confrontation.



1           And so that's how -- that's how I found out about  
2   that. As far as what was in the evaluation I don't know.  
3   I have no idea. He wouldn't tell me and he made a very  
4   short conversation with me. And that was the last time  
5   I'd ever talked to him.

6           And then naturally there was -- there are several  
7   people that like Norm and they would call him. And then  
8   the gossip naturally. And then plus what his wife had to  
9   say. And with her friends that were on site. And things  
10   leak out. And then a lot of times it's third and fourth-  
11   hand and it may be massaged a little bit or added on. So  
12   you really couldn't specifically say. But that -- the  
13   reevaluation was -- Norm told me they reevaluated him.  
14   And he said they really knocked him down. And it was over  
15   supervising his people or something like that. And it was  
16   based on my conversation. He says based on what you went  
17   and told Herman. And he said they discussed -- I didn't  
18   get into asking him what they discussed. He said it was  
19   just over the conversation I had.

20           MRS. SELEWSKI: So you thought he was blaming  
21   you for that evaluation?

22           MR. JACOBS: Yes. Which I -- I understand that  
23   to a point. But I understand and I don't accept the  
24   deterioration there, the way he let himself deteriorate  
25   over an environment that in my belief he created himself.



1 That's sad. But I do understand that me going to that and  
2 Norm being the type of person he turned out to be, that he  
3 would naturally blame me for that. And he was always  
4 throwing comments at me, I was after his job and stuff  
5 like that when he'd get on one of those moods. But that  
6 was Norm.

7 MRS. SELEWSKI: Okay. So did you see the letter  
8 that was put out regarding Hallenbeck's reassignment to  
9 the computer project --

10 MR. JACOBS: Uh-huh.

11 MRS. SELEWSKI: -- and dated -- I got to dig it  
12 out here.

13 COURT REPORTER: Excuse me, was that a yes?

14 MR. JACOBS: Yes, I'm sorry. Yes.

15 MRS. SELEWSKI: Okay.

16 MR. JACOBS: That was a public memo, I believe,  
17 that -- to let departments and certain individuals know  
18 that I would be handling the day-to-day projects and Norm  
19 would be assigned to the special projects relating to the  
20 computer system that was being implemented.

21 MRS. SELEWSKI: So when -- it was Fagley that  
22 talked to you about this reassignment?

23 MR. JACOBS: Uh-huh. (Nods affirmatively.)

24 MRS. SELEWSKI: This letter is dated May 17th,  
25 '94.

1           MR. JACOBS:    So that would have been the day  
2   that we all talked.

3           MRS. SELEWSKI:   Okay.

4           MR. JACOBS:    Okay.  Because he said he was going  
5   to do that.  After the conversation he said, I'll put a  
6   memo out.

7           MRS. SELEWSKI:   Did he tell you why that was  
8   being done, this reassignment, did he give you any details  
9   of --

10          MR. JACOBS:    Well, I don't think he really had  
11   to elaborate on it because of the fact of all that was  
12   taking place.  That if Norm was going to supervise in that  
13   fashion or treat his subordinates that way that the  
14   company was obligated to make some adjustments there.  And  
15   we all knew that and I don't think he had to explain that.

16          At that point that he wanted me to take over the  
17   day-to-day welding details and the way that it was led to  
18   believe Norm would still be here.  He was going to have  
19   the welding program and especially the new computerized  
20   system of getting it in place and things like that.  And  
21   there was no talk of a promotion or me taking over the  
22   welding department, just the day-to-day welding  
23   activities.  Which was fine.  Which was what I already  
24   done.  He just wanted people to recognize that they'd  
25   contact me for that rather than Norm.

1           MRS. SELEWSKI:   I think Norm was under the  
2 understanding that that was going to be a permanent  
3 position for you, to take his job.

4           MR. JACOBS:    No. That was not --

5           MRS. SELEWSKI:   That that was all part of the  
6 harassment scheme.

7           MR. JACOBS:    See, at this point Norm was still  
8 employed and he still had a job. Norm had a job up to the  
9 day that he resigned. The company -- my understanding is  
10 when he got himself together and he wanted to come back he  
11 had a job. Nobody was forcing him out. Herman, based on  
12 the problems we were having within our department, was not  
13 taking him out of his office or anything. It was still --  
14 Jerry and I knew -- were under the understanding that Norm  
15 was going to come back, handle the computer program and  
16 Jerry and I'd continue on as we were. We'd just -- I'd be  
17 like the lead that I would be during an outage when other  
18 people come in. But as far as a promotion, it was not  
19 even discussed or considered as far as I know.

20           Because Norm, like I say, he was still an  
21 employee at that time. It wasn't until he resigned that  
22 Herman and Ernie talked to Jerry and I again about what  
23 they was going to do. They were going to leave Norm's  
24 position as we talked earlier with Human Resources and we  
25 would continue. And they felt that two people could

1 continue in that. And still at that point no talk of a  
2 promotion to me. In a casual conversation that Herman and  
3 I was having about the position and stuff I had told him I  
4 didn't feel I was suitable for the job, you know.

5 MRS. SELEWSKI: Yes.

6 MR. JACOBS: But never has Herman approached me  
7 to do any more than what that memo says and what we later  
8 discussed when Norm resigned.

9 MRS. SELEWSKI: So you didn't know how long this  
10 would be in effect?

11 MR. JACOBS: No.

12 MRS. SELEWSKI: Well, it says here until further  
13 notice.

14 MR. JACOBS: Yes. Because at that point really  
15 I believe everybody believed that Norm was coming back. I  
16 didn't personally, but I kept that to myself. Norm talked  
17 about -- during the restructuring and in our conversations  
18 that he wanted a buy-out. He wanted out. And he at one  
19 point came over -- according to Norm, what he told me,  
20 talked to Andy and asked if he could get it. At the point  
21 he did that all of that business was over with. And he  
22 told Norm, based on Norm's comments, that he couldn't do  
23 that. It would take site management or something to order  
24 that done. And Norm told me several times that he just  
25 wanted to make enough time till his wife got vested, which

1 was in July. And at the time he resigned was at the time  
2 she got vested.

3 MRS. SELEWSKI: Do you feel that that was the  
4 motivation for Hallenbeck to start voicing some of these  
5 intimidation/harassment concerns that he was voicing back  
6 in '93. He thought that was a build-up for him to have a  
7 case to have -- to get a package or --

8 MR. JACOBS: I do.

9 MRS. SELEWSKI: -- retire early?

10 MR. JACOBS: I do. That's a personal feeling --

11 MRS. SELEWSKI: Yes, in your opinion --

12 MR. JACOBS: -- based on conversations that he  
13 had talked to me about, that he was going to a doctor.  
14 And then he told me about he signed up for the therapy  
15 with the AP to, you know, to build along those lines. You  
16 could see, in my opinion, where it was going. But that is  
17 strictly an opinion. Norm wanted the buy-out. He just --  
18 he just became to the point he despised anybody and  
19 everybody. He had no social life. He had no friends.  
20 People in the work place would come to Jerry and I to use  
21 us as a buffer to get information from him. Like field  
22 engineers or something. And yet most of them will tell  
23 you Norm was a funny, witty person. But when it come to  
24 business and some of the things that he had little hang-  
25 ups with, people got to where they didn't want to deal

1 with him.

2 MRS. SELEWSKI: In your opinion this -- these  
3 personnel actions that were taken against Norm or with  
4 Norm for Norm, including the performance evaluation and  
5 this reassignment, do you feel like any of that was  
6 intimidation/harassment on Fagley or Poarch's part?

7 MR. JACOBS: No. I think that when I went to  
8 them with my concerns and enlightened them, because like I  
9 told you, when I told Herman about it he was just like  
10 he's dumbfounded. He had no idea that was going on. And  
11 he kind of has a special place for Jerry because he knows  
12 ( [REDACTED] )  
13 [REDACTED] he's been going through a lot. So, Herman being a  
14 protective person ( [REDACTED] ) he  
15 felt just kind of disheartened that that had been going on  
16 in his group and he didn't know about it.

17 I think that when I went to him about that and  
18 then when they called him in and apparently there was no  
19 denial, I personally don't think they had a choice.  
20 Whether it'd been him or the previous management had that  
21 come about I don't think that, with facts and that if they  
22 looked at what Jerry was going through, if they went in to  
23 the therapist or whatever followed and seen where Jerry'd  
24 come over here and talked with them about the problem,  
25 that -- I don't feel that they were -- they didn't do it

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1 because they wanted to just do it to Norm, I think they  
2 had an obligation as a manager to do it for the benefit of  
3 the department for employees. Because had that not  
4 happened I don't believe that they would have ever done  
5 that, personally.

6 MRS. SELEWSKI: And so I guess if you and Jerry  
7 had not voiced some concerns about Hallenbeck that this  
8 would have never happened with his --

9 MR. JACOBS: They would have never known.

10 MRS. SELEWSKI: They would have never known  
11 about it?

12 MR. JACOBS: Huh-uh. (Shakes head negatively).

13 MRS. SELEWSKI: Okay.

14 Go off the record for a moment, I'll review a few  
15 notes.

16 (Off the record to review documents.)

17 MRS. SELEWSKI: We're back on the record.

18 Did you ever see or witness Ernie compromising  
19 welding code requirements or trying to take shortcuts to  
20 get the job done instead of looking at the safety issues  
21 surrounding welding codes or requirements?

22 MR. JACOBS: No, ma'am, I didn't see that nor do  
23 I believe that he would try to compromise or intentionally  
24 do a procedure violation. I don't believe that. Not  
25 based on the time I've got to know him and working more



1 directly with him and stuff. He's pretty -- he's gives us  
2 a free hand. As a matter of fact, there's times if I  
3 don't go to him and tell him what's going on he never  
4 bothers us. A matter of fact, I personally like a  
5 supervisor that is a little more involved with me than  
6 that. But -- and every time that I went to him with a  
7 problem that I needed a little reinforcement in getting  
8 something done he takes the ball and runs with it.

9 I just -- I don't believe a man can intentionally  
10 want to jeopardize his career, to intentionally commit a  
11 procedure violation. I don't believe it. There is, you  
12 know, there is in everything we do if we come up against  
13 something we have revised procedures to better suit the  
14 job, you know, through a formal type thing. But to  
15 intentionally just go out there and violate one, I don't  
16 believe that.

17 MRS. SELEWSKI: Do you have any idea of why --  
18 this would be in your opinion again, Hallenbeck would  
19 document over a period of a year or two incidences in  
20 which he felt he was being intimidated and harassed? Do  
21 you feel he truly believed that he was being intimidated  
22 and harassed?

23 MR. JACOBS: No. I think it was a method that  
24 -- Norm is -- was smart, like I told you. And he was --  
25 to give you an example: If they had problems outside of

1 work with a company or a business or something, they were  
2 a letter-writing people. They were the letter-writing --  
3 a matter of fact, I bought a motorcycle, to give you an  
4 example, and the seat was a very uncomfortable seat. I  
5 went and bought a new seat. His wife wrote a letter to  
6 Harley-Davidson for me to give, just to send it in. They  
7 were fanatics with that stuff. And Norm was a very  
8 determined person. He wouldn't back off for nothing. And  
9 he was smart. And I see this as a method of beating Ernie  
10 Poarch. That is my opinion.

11 MRS. SELEWSKI: And you feel like that's one of  
12 the reasons he kept doc -- such detailed documentation?

13 MR. JACOBS: Yes. FP&L's not the first company  
14 that Norm has had problems with. I don't know that it  
15 ever was anything documented, but I -- we both used to  
16 work for Bechtel Corporation and we didn't know each other  
17 at the time, but -- and Bechtel began to cut down, most of  
18 their welding engineers that had a lot going for them,  
19 they found places within the company. And it's my  
20 understanding, not known to be a fact, that when he was at  
21 Marble Hill he didn't like his immediate supervisor and  
22 did the same thing, going around them and stuff. And  
23 unfortunately when Marble Hill was shut down it -- Norm  
24 wasn't picked up like that.

25 MRS. SELEWSKI: Did he complain of his Marble

1 Hill supervisor intimidating and harassing him or was  
2 it --

3 MR. JACOBS: No, just that he didn't like him,  
4 was a dumb S.O.B. That's -- that is the type of words  
5 towards him, just negative words and stuff. I truly  
6 believe that Norm just felt he had a way he could possibly  
7 -- a big company, is gone, to really get in the Court or  
8 something like that and he had such ill feelings towards  
9 Ernie that even if he got nothing, that he could just  
10 create heartache for the man. And -- which is apparently  
11 what he's done.

12 I -- he used to tell me that he talked to the guy  
13 down at Turkey Point where Ernie had come from and the guy  
14 was constantly telling him all of the bad things Ernie did  
15 and all this. Well, after Norm left and Human Resources  
16 wanted to talk to me and Greg and Jerry, Greg called me up  
17 and wanted to know what's going on. And I said, well,  
18 Norm says that you made these comments about Ernie and all  
19 that and I'm sure they want to just verify. He said, I  
20 never said nothing about Ernie, never even worked with  
21 him. He said, I knew he was on site but I never worked  
22 with him to -- like that to have anything. So --

23 MRS. SELEWSKI: What's Greg's last name?

24 MR. JACOBS: Rogers.

25 MRS. SELEWSKI: So that's who he's claiming was

1 giving him negative information about Ernie at Turkey  
2 Point?

3 MR. JACOBS: At one -- that's what Norm was  
4 telling me. I don't --

5 MRS. SELEWSKI: Have you ever heard of Ernie  
6 having the complaints made against him at Turkey Point --

7 MR. JACOBS: No. Matter of fact --

8 MRS. SELEWSKI: -- regarding --

9 MR. JACOBS: -- they talked about Greg being one  
10 of the prospects for coming up here. And Ernie is --  
11 well, I get out of the conversation Ernie is pro Greg  
12 coming up. Everybody likes Greg, he's one of those guys.

13 MRS. SELEWSKI: Is there anything you want to  
14 add that's related to his allegation, to Hallenbeck's  
15 allegation? Anything I missed that I may have not asked  
16 about that's related that you know about that will help me  
17 evaluate to make some type of call on this?

18 MR. JACOBS: I really don't have anything to  
19 add. We've pretty well -- just kind of go -- because  
20 there's so much you don't remember on a day-to-day  
21 routine. They were just some specific items that came up  
22 and -- Norm's a very, in his heart's a good person. But  
23 like I say, he's very insecure, he's hardheaded, and he's,  
24 in my opinion, very devious once he starts going through  
25 the motions. And if you meet Norman and talk to him and

1 everything you just have a different -- he's a nice  
2 person, but once he turns on you he'll never forget you.  
3 You'll never recover from it. But -- and it's all sad  
4 that this has come about. Because he and his family are  
5 the losers. But between him and his wife were knocking  
6 down probably close to [REDACTED] a year, including outage 7C  
7 work and stuff like that. And to let this get a hold of  
8 you so much that you jeopardize that -- over [REDACTED] years old,  
9 to go out into this work place, it's sad. And that's the  
10 only thing I can say. I hated to see it happen to him,  
11 because he had a lot to offer.

12 MRS. SELEWSKI: Is there anything else you can  
13 add or summarize?

14 MR. JACOBS: Not to my knowledge. I don't know.  
15 We pretty well covered all his allegations that he says  
16 and -- and as far as like a lot of nit-pick items that  
17 went on too. I don't even remember that stuff. I don't  
18 want to even try, you know. I asked Jerry yesterday, I  
19 said, how do you feel, do you feel comfortable in going on  
20 this? I said, do you remember the situations that went  
21 on? And he says, well, he said, I remember a lot of  
22 things that I wish I could forget. And it's too bad he  
23 left that and the guys so -- Really, I think that's  
24 pretty well it.

25 MRS. SELEWSKI: Okay.

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1 Did you give this statement voluntarily today?

2 MR. JACOBS: Yes, I did.

3 MRS. SELEWSKI: Okay. We'll go ahead and  
4 conclude the interview. I appreciate your time today.

5 (Whereupon, the proceedings were adjourned at  
6 4:10 o'clock p.m.)

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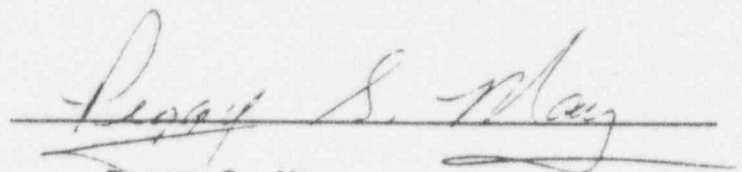
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the matter of:

Name of Proceeding: Interview of Dale Jacobs

Docket Number(s): (not assigned)

Place of Proceeding: St. Lucie Nuclear Plant,  
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Peggy S. May

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