

TENNESSEE VALLEY AUTHORITY  
Office of the Inspector General  
RECORD OF INTERVIEW

Name: Albert V. Black  
Position: Human Resource Officer  
Office: Human Resources  
Sequoyah Nuclear Plant (SQN)  
Work Tel.: (615) 843-8110  
Residence: [REDACTED]  
Home Tel.: [REDACTED]  
SSN/DOB: [REDACTED]

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Black, who is aware of the identity of the interviewing agent, was contacted at his office and interviewed concerning his knowledge of the events surrounding Gary Fiser's reduction-in-force (RIF) and issues raised in Fiser's subsequent Department of Labor (DOL) complaint. Black provided the following information.

Black stated that he initially felt that Fiser would be returning to his job of SQN Chemistry Manager after he and Bill Jocher, the Corporate Chemistry Manager, switched positions for a year. However, the chemistry organization was reorganized after Charles Kent was named the Radiological Control and Chemistry Manager (RadChem) and the new organization did not have a Chemistry Manager. Black was told by Ben Easley, Corporate Human Resource Officer, Operation Services, that there was a position for Fiser in Corporate.

Black advised that he was not involved in Fiser's RIF because Easley told him (Black) that Corporate Human Resources was handling it. Black believes Corporate handled the RIF because they felt responsible for Fiser being downtown without a position. Black acknowledged that it is unusual for Corporate to handle the RIF of a SQN position.

Investigation On: January 11, 1994

At: Sequoyah Nuclear Plant

By: SA Beth B. Thomas: BBT

File: 2D-135 - 31 EXHIBIT 12

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Following the reorganization at SQN, Kent wrote new position descriptions for each position. One of the new positions was the Chemistry Support Manager position which reported directly to Kent. Kent contacted Fiser at Corporate and asked if he was interested in filling the Chemistry Support Manager position. Kent told Black that Fiser was not interested because it would be a step down. Black advised that the position was a PG9 (same pay grade as the old Chemistry Manager position).

Around February or March 1993, the organization charts and new position descriptions were completed and submitted to the Hay Committee ( a committee which independently reviews positions and duties and determines the pay grade.). The Hay Committee returned the documents to Black and refused to pass the proposed organization because there was not an approved organization chart. SQN Management then approached Joe Bynum, Vice President, Nuclear Operations, for approval, but Bynum was adamant that there would be a Chemistry Manager position.

A new organization was developed which contained a site Chemistry Manager position. However, the new Chemistry Manager position did not include any environmental duties, had "beefed up" qualifications and was more accountable than the previous Chemistry Manager position. Black advised that Kent could be more specific about the actual changes in the Chemistry Manager position description. The new organization was submitted to the Hay Committee and passed (approximately June 1993).

Black denied that the new Chemistry Manager position description was changed to get rid of Fiser. Instead, the position was upgraded because there was a general consensus that the position needed to be more accountable. The decision to upgrade the positions was made by Kent. Black believes the Hay Committee approved the upgrade because the Chemistry Manager (previously a PG9) was now reporting to a higher level manager (Kent).

#### Miscellaneous

Black had no involvement in the original attempt (during early 1993) to bring Gordon Rich to SQN as the Chemistry Manager.

Rob Beecken, former Plant Manager, SQN, never indicated to Black that Fiser had performance problems. However, Black was personally aware that Fiser was a "whiner" who struggled with many decisions.

Black was aware that Fiser has talked with Ken Powers, the new Plant Manager, SQN, but not for any particular job. Black stated that he never heard of the outcome of the discussion and did not realize it was a formal meeting.

Black recalled Ron Brock, Placement Counselor, Employee Transition Program (ETP), asking him (Black) if the SQN Human Resource Office had made Fiser an offer for the SQN Chemistry Manager position. Black knew that the position had come back, but was not aware that Fiser was being considered. Black denied saying that hiring Fiser was "blocked at the highest level." Instead, Black believes he may have said something to the effect of "this thing is bigger than me". According to Black, the statement he made was in no way meant to imply that Fiser's hiring was blocked. Black believes his comment may have been misunderstood.

Black advised that Don Adams, a former Corporate Program Manager, officially began reporting to SQN on May 31, 1993.