Employee Personal Interview Statement

U.S. Department of Labor
Employment Standards Administration
Wage and Hour Division

This report is authorized by Section 11 of the Fair Labor Standards Act and other Wage-Hour laws. While you are not required to respond, your cooperation is needed for the Wage Hour Division to make a determination of compliance under the applicable act(s). Your identity will be kept confidential to the maximum extent possible under existing law.

9/27/96
(Date)

TVA/Chattanooga
(Place of interview)

(Mr.) Miss Mrs. Ms. I, Ron Groven (Name of employee), of [redacted] (Number, street, apt. no.), [redacted] (State) [redacted] (Zip code), [redacted] (Telephone number), (Driver's license number - Do not request if number is same as Social Security number),

years of age, (was/have been) employed by Tennessee Valley Authority (Establishment), Chattanooga, TN (Location of establishment) for the approximate period from 2/28/94 to present (If still employed state "present") as Chemistry and Environmental Protection (Occupation or description of duties)

Statement: My present position now is Senior Manager of Nuclear, as of September 16, 1996. Prior to that position I was the Manager of Chemistry and Environmental Protection, I was Gary Fiser direct supervisor. Initially I was not aware of Fiser's safety concerns. I became aware of Fiser safety concerns about a month after I reported to work at TVA. I recalled Fiser going through a settlement process with TVA, sometime in April-94.

Fiser began working for me in April 1994 as Program Manager in Chemistry. Wilson McLorthum was my supervisor when I first hired in at TVA. McLorthum was the Manager of Technical Programs in Operations Support. In 1995 TVA (Operation Support) went through a reorganizat

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I was selected as the manager of Chemistry and McCorthur was selected as manager of the Radcon Organization.

John Maciejewski became my supervisor, he was satisfied with Fiser work and with the direction that the Chemistry Department was preforming. Fiser is a good employee, his primary assignment was by support at Watts Bar Nuclear, along with the other sites. The various site's were please with his work. I was please with Fiser work. Early 1995 Don Moody replaced John Maciejewski, shortly there after Moody was replaced with Tom McGrath as acting General Manager, who later became the permanent Manager.

On two or three occasion McGrath has made general negative comments about Fiser. One that I remember the most was "I do not think highly of him as Chemistry Manager". In my opinion I perceived that McGrath underline negative perception of Fiser was due to Fiser filing his complaint (DOL) which involved him. I advised McGrath that I wanted to based my decision on Fiser job performance, since I was his manager/supervisor.

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McArthur did not dislike Fisen as a person. He seem distrusting of Fisen, because of what happen in the past, Fisen filed his complaint (DOL/safety concerns). McArthur told me that Fisen might be taping (recording) his conversations with people. McArthur openly discuss his opinion about Fisen with the employees/management in the Radcon organization about the possibilty that their conversations were begin recorded.

I recalled a meeting with the Rad-Chem managers held off Corporate site. I was unable to attend the meeting Fisen attended in my behalf. Fisen was allowed to set in on part of the meeting, he was later ask to leave the meeting once they began discussing reorganization/reconstructing issue's.

Sometime later I ask McArthur why did they ask Fisen to leave the meeting, He stated that they didn't want to discuss information with Fisen present. It was because of Fisen personally, and not because of subject matter.

It seem to me that McGrath and McArthur had a negative under current about Fisen, but no one could give me anything about Fisen job performance NOTICE th him having

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performance problems.

In the 1994 reorganization of Operation Support, Chemistry and Environmental Program was combined into one group. The managers in the Chemistry/Environmental program had combined job function. Fiser was one of the PG-8 managers in Chemistry out of four. The reason for combing the two groups was to cross-train the managers so that they could handle multiple functions.

During the month of March 1996, we had meetings (management) about the budget and up coming cuts, and discuss how the Chemistry Department would be effected by these cuts. I recalled after a meeting on March 29, 1996, Charles Kent Manager Radiological and Chemistry Control, and Gordon Rich, Chemistry Superintendent, requested that Sam Hanvey be transfered to SONP. I advise them that I didn't have a problem with that, but I would need to talk with Sam Hanvey. I talked with Hanvey about the transfer, he wanted to go along with the transfer. Hanvey was in an agreement with being transfered, I told him to think about it. Kent and Rich wanted to keep Hanvey's expertise at SONP, Hanvey spent most of his time working NOTE SONP, because SONP

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was his responsibility while at corporate.
After, everyone was in agreement. I talked with Ben Easley, Human Resource Officer for Corporate, as to what I needed to do in order to effect the transfer. Easley advised me that SQNP needed to make the request to Tom McGrath, for the transfer. I talked with McGrath, he was not in agreement with Harvey being transferred to SQNP because he wanted Harvey in the PWR (pressure water reactor) position at Corporate. There were only two people at corporate in the PWR position, Harvey and Fiser, and with Harvey transferring to SQNP. We would have been able to downsize without losing there expertise.
Fiser contacted me at my office, he stated that David Goetchers, Manager of Steam Generator Technology was campaigning with David Voller (WBNP/Chemistry) for Harvey to return as Corporate Chemistry.
David Goetchers told me that Fiser was incompetent, and they wanted Sam Harvey to run WBNP Steam Generator Chemistry.
Operation Support under went another reorganization in early June 1996. Environmental Chemistry functions were split, there would only be two position in Chemistry BWR (boiling water reactor) and PWR (pressure water

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reactor). There were new position description written for BWR and PWR. These description for BWR & PWR were a little different from the old one, but the basic function the managers performed did not change a great deal.

On June 17, 1996 in the process of reorganization Radcon and Chemistry was combined again and Wilson McArthur became the manager in charge of the whole Technical Support Operation group. McGrath made the decision to combined my position and McArthur's position into one position. There was no posting of the position, no discussion about the change. I contacted Human Resource, I was advised that McGrath did not have to advertise the position. Because it was a management (McGrath) decision.

I had no input in the selection process, McArthur selected the interview selection board and made the determination as to who would fill the positions (BWR & PWR

I think the question should be ask how the job offer was made to E. S. Chandrasekaran who were the manager for the BWR, was the number one candidate for both position PWR and BWR.

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McGrath told McArthur to offer Chandrasekaran the BWR position. McArthur offer the BWR position to Chandraskaran first, and he accepted. McArthur then advised Chandraskaran that he also qualified for PWR.

In August 1994, there was an INPO inspection at SQNP which did not turn out to well. Mark Manvick created a team to look at the long term Chemistry problems at SQNP. INPO interviewed everyone at SQNP Chemistry Department. Fisen was interviewed, he brought out the problem with the Chemistry Upgrade Project (CUP) and the lack of funding to correct the problems.

Witness
K. Shipling

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