

RAS 5980

50-390 CIVP, et al

Licensee Exhibit 122-Rec'd  
5/8/02



FAX COVER



Send To:

Name JIM VORSE Date: 11-14-95

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Subject: \_\_\_\_\_

From: Tennessee Valley Authority

Name GARY FISER

Organization: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

Fax Number: \_\_\_\_\_

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TVA 15536 (F-RIM 3/94)

Template = SECY-028TVA/122

SECY-02

50-310

CLEAR REGULATORY COMMISSION

Docket No. 50-310 Official Ex. No. TVA 122

In the matter of TVA

Staff \_\_\_\_\_ IDENTIFIED

Applicant  RECEIVED

Intervenor \_\_\_\_\_ REJECTED \_\_\_\_\_

Other \_\_\_\_\_ WITHDRAWN \_\_\_\_\_

DATE 5/8/02 Witness \_\_\_\_\_

Clerk BHM

DOCKETED  
USNRC



2003 MAR 11 AM 8:59

OFFICE OF THE SECRETARY  
RULEMAKINGS AND  
ADJUDICATIONS STAFF

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2003 MAR 11 AM 8:59

MEMORANDUM



TO: JIM VORSE  
FROM: GARY FISER  
SUBJECT: ADDITIONAL SUPPORTING INFORMATION REGARDING MY CASE.  
DATE: 11/14/95

Please take a look at the attached information. I have highlighted the salient portions of the document.

It appears to me , that Mr. Lydon clearly states that Mr. Bynum and Beeken were attempting to RIF me personally, not the position. This again, is a violation of Federal Law.

Note that Mr. Lydon states that "TVA was the most abusive place he has ever worked." Further, he states that "Beeken and Bynum would fire people for effect"

I contend that this is exactly what they had planned for me, for I too had on several occasions stated that I could not fix some of the problems at Sequoyah, because they would require a significant outlay of money and resources.

This should add a lot of insight as to why my position was gone one day, and back a couple of weeks later.

Please let me know how things are progressing.

Gary Fiser

OIG 02 (12/91)

**TENNESSEE VALLEY AUTHORITY**  
Office of the Inspector General  
RECORD OF INTERVIEW

Name: Patrick M. Lydon  
Position: Former Operations Manager  
Office: Sequoyah Nuclear Plant (SQN)  
Soddy-Daisy, Tennessee  
Residence: [REDACTED]  
Home Tel.: [REDACTED]  
SSE/DOB: [REDACTED]

Lydon was telephonically contacted at his residence, advised of the identity of the interviewing agent, and interviewed regarding his working relationship with William F. Jocher, former Manager, Chemistry, Nuclear Operations, Tennessee Valley Authority (TVA). Lydon provided the following information.

Lydon was hired at TVA in November 1991, and resigned in November 1992. Lydon was initially hired as the Manager of Corporate Operations. Subsequently, approximately two months after he was hired, Lydon was transferred to SQN to manage operations.

Lydon was responsible for the following SQN departments: Operations, Fire Protection, Work Control, Chemistry & Environmental, and Outage. Lydon described the SQN's chemistry program as "unbelievably bad." Lydon advised there were all kinds of long-standing problems with SQN's chemistry program.

Jocher initially was hired as the Corporate Chemistry Manager; however, due to the problems at SQN, Joseph E. Bynum, Vice President, Nuclear Operations, and Robert J. Beecken, Plant Manager, SQN, directed Jocher to replace Gary L. Fiser, former Manager, Chemistry, SQN, in February 1992. Jocher's loan to SQN was supposed to be for the short term. Fiser assumed Jocher's position in corporate. Lydon opined Fiser was not competent to hold this position because he did not have any Boiling Water Reactor experience.

Bynum and Beecken wanted Lydon to fire Fiser because he was not competent. Lydon told Bynum and Beecken he had only been on board for a short time, and he could not fire Fiser because he did not have any documented justification to take such action.

Lydon supervised Jocher from February 1992 to November 1992 at SQN. Lydon had worked with Jocher for a couple of years at Public Service in New Hampshire sometime in the late seventies. Jocher was the chemistry department supervisor at the plant.

(Continued)

INVESTIGATION ON: August 24, 1993 AT: Knoxville, Tennessee  
(Telephonic)  
BY: SA John B. Daniel, Jr.:JMF FILE: 20-133-38

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Continuation of interview of Patrick M. Lydon

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Lydon considered Jocher highly technically qualified for his position. Jocher was very thorough and an analytical manager. Jocher was well-read and competent. Lydon had no problem with Jocher's technical skills.

Lydon advised he did not have any problem with Jocher's management style and/or skills either. Lydon stated Jocher's management style leaned toward his technical expertise. In other words, his personality did not interfere with the problem-solving process. Jocher was extremely competitive and enjoyed a challenge. He believed in the team concept. Jocher would reward employees who performed outstanding, and he would confront and counsel those employees who were not giving their best effort. Jocher was a very open and direct manager. Lydon advised he never saw Jocher belittle anyone. Lydon described Jocher as a gentle giant. A very large man with a soft heart who was truly concerned about his employees.

No subordinates or managers ever brought to Lydon's attention any problems regarding Jocher's management style and/or skills. Lydon stated he had several team-building meetings with Jocher's subordinates while Jocher was not present, and no one ever expressed a concern about Jocher's management style and/or skills. Lydon never expressed any concerns to his management regarding Jocher's management style and/or skills.

Lydon provided Jocher with a performance appraisal in June/July 1992. He rated Jocher's overall performance as excellent. Lydon stated, if the opportunity arose, he would hire Jocher in a second.

Lydon had no specific knowledge that Jocher was forced to resign because he had expressed safety-related concerns. However, he did believe Jocher was forced to resign because of a statement he made during a meeting with the Institute Nuclear Plant Operations (INPO) in September/November 1992 at SQN.

Although he had no proof, Lydon believed Bynum and Oliver D. Kingsley, Jr., President, Generating Group, were responsible for Jocher's forced resignation. Lydon believed Jocher, in effect, publicly embarrassed Bynum and Kingsley at the above meeting. INPO had conducted an audit of SQN's chemistry program and documented several long-standing problems in their report. Jocher addressed the INPO committee and stated he realized the chemistry program had problems; however, these problems needed to be addressed by senior executive management because he could not address the problems at his level. In other words, Jocher was saying he could not fix the problems without money and support from Bynum and Kingsley. Kingsley had deeply cut the funds for chemistry and other programs at SQN.

Although Kingsley was not present, Bynum, Beecken, Jack L. Wilson, Vice-President, Sequoyah Nuclear Site, and other corporate and site managers were at the meeting. Lydon advised you could tell that Bynum did not like Jocher's statement. Bynum's facial expression changed when Jocher made the statement, and Bynum ignored Jocher the rest of the meeting. Lydon stated, "I knew Jocher was dead when he made this statement." Lydon told Jocher the next day he had "screwed up" and his statement may have cost him his career at TVA.

(Continued)

Continuation of interview of Patrick M. Lydon

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Lydon advised Jocher routinely expressed nuclear safety-related concerns. Specifically, Lydon recalled a concern regarding the lack of training at SQM. Lydon believed this concern was well documented at SQM. Jocher would identify a problem and provide an action plan to resolve the problem. Lydon passed these problems and solutions along to Bynum and Beecken. However, the problems were usually put on a list and never addressed. Bynum and Beecken acted as if they were disgusted and didn't want hear it.

Lydon advised he resigned from TVA because he was disgusted with senior executive management. Lydon stated TVA was "the most abusive place" he has ever worked. Lydon advised Bynum and Beecken would "fire people for affect." Lydon refused to do it. He advised this was no way to operate a business and/or build a team. Lydon was concern Bynum and/or Kingsley would black list Jocher in the nuclear industry. However, Lydon could not provide any specific information regarding this assertion.

When questioned about the Chemistry Use Program (CUP), Lydon advised CUP was set up to identify, label, and control chemicals that came into the plant. This program was designed to ensure the clear usage of chemicals in the plant. There were problems getting employees to follow procedures, and management wanted to show a 30-minute video to the employees to show TVA had met the training requirement. Lydon stated Beecken was a master at quick fixes. Lydon believed the program was unacceptable. Although Lydon was responsible for the CUP budget, he and his line managers completed a detailed budget which Bynum "flashed to hell." Bynum and Beecken were always asking him to do more with less.

JBD:JMF

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TOTAL P.02