

TENNESSEE VALLEY AUTHORITY

EMPLOYEE APPRAISAL for MANAGER AND SPECIALIST EMPLOYEES  
for Fiscal Year ending September 30, 1992

NAME Gary L. Fiser ORGANIZATION LEVEL: GROUP  
SSN [REDACTED] OPERATIONS Operations Services  
TITLE/PG Manager, Chemistry & Env. DIVISION Technical Programs  
TYPE POSITION (m or s) m DEPARTMENT Chemistry & Environmental  
MANAGER Wilson C. McArthur SECTION

Summary Statement of employee's performance and potential:

Gary was rotated from SQN to the Corporate Manager of Chemistry position for 12 months. SQN needs a different approach to solving problems in Chemistry and the rotation was initiated to face that issue. There was difficulties expected in the rotation in that the loyalties of some Chemistry staff members were to the individual that rotated to SQN and some owed their allegiance to Gary. This paradox lead to some difficulties which some efforts have improved to a degree.

One must consider both his experience at SQN (Outage Management Team) and experience as Manager, Corporate Chemistry to fully assess his contribution to TVA. Some specifics are:

- Spent about 9 months on the UIC5 Outage Management Team at SQN.
- Installation of nozzle dams during UZC5.
- Recently accepted a rotational assignment with the Corp Chem Mgr.
- During the recent INPO assist trip, no items were identified that had not already been assigned action to resolve.

There have been no Chemistry related findings by INPO for SQN. THIS IS A RECORD FOR SQN.

Corporate Chemistry is heavily involved in support activities, spending significant time and funds to support training of personnel at the sites.

- Corp Chem, along with Projects, has taken the lead for TVA's zebra mussel mitigation program.
- Set up the first ever NRC Region II Chemistry Manager's mtg.
- Has taken the lead for TVA for getting zinc injection initiated at a PWR.
- Implemented a comprehensive primary shutdown regime during UZC5.

SIGNATURES:

Wilson C. McArthur 9/4/92  
MANAGER (typed name) DATE  
Don R. Keuter 9/6/92  
NEXT HIGHER MANAGER (typed name) DATE  
Gary L. Fiser 9/8/92  
EMPLOYEE (typed name) DATE

CB000002

'CLEAR REGULATORY COMMISSION'

Local No. 50-390 Official Ex. No. Joint 33  
In the matter of TVA  
Staff Joint IDENTIFIED ☒  
Applicant Joint RECEIVED ☒  
Intervenor Joint REJECTED ☐  
Other Joint WITHDRAWN ☐  
DATE 4/30/02 Witness Joint  
Clerk BHM

2003 MAR -4 PM 3:15  
OFFICE OF THE SECRETARY  
RULING MAKING AND  
ADJUDICATIONS STAFF

DOCKETED  
USMRC

NAME \_\_\_\_\_

for Fiscal Year ending September 30, \_\_\_\_\_

**PART III Employee Appraisal - (To be completed at the end of each quarter) Summary statement of the employee's performance during each quarter of the fiscal year as noted by the manager and discussed with the employee.**

QUARTER

SIGNATURES:

\_\_\_\_\_  
Manager\_\_\_\_\_  
Date\_\_\_\_\_  
Employee\_\_\_\_\_  
Date

FOURTH QUARTER

GA has attempted to manage the Chemistry Group under the cloud of the previous manager's strong influence. This has been a difficult task. Efforts to bring this group into full cooperation has been slow and the technical leadership needs attention. This has been a difficult experience by an individual that has performed well in some other efforts (UIC5 Outage Management Team at SQN).

SIGNATURES:

\_\_\_\_\_  
Manager\_\_\_\_\_  
Date\_\_\_\_\_  
Employee\_\_\_\_\_  
Date

NAME Gary L. Fiser

SSN [REDACTED]

for Fiscal Year ending September 30, 1992

**PART II Behavioral Standards.** (To be evaluated at the beginning of the fiscal year and evaluated at the end of a fiscal year.) The following list those behavioral standards against which each employee should be evaluated. The extent to which they are used will vary depending on the nature of the position of the employee and the type of organization. All employees who have supervisory responsibilities must be evaluated on the behaviors identified with asterisks. Other behavior standards may be added as appropriate.

1. FLEXIBILITY

/ low /    / X / high /

Comments

2. \*DECISION-MAKING

/ low / X /    / high /

Comments: Sometimes has to be motivated to fully accept and solve a problem.

3. DEPENDABILITY

/ low /    / X / high /

Comments

4. SELF-MOTIVATION

/ low /    / X / high /

Comments

5. \*INFLUENCING OTHERS

/ low / X / X / high /

Comments: Has some difficulty in relating to Chemistry managers.

*Wm  
8/17*

6. \*PROBLEM SOLVING AND ANALYSIS

/ low /    / X / high /

Comments

7. TECHNICAL/PROFESSIONAL COMPETENCE

/ low / X /    / high /

Comments: Full knowledge of the Chemistry area needs to be developed. Should learn more about other operating facilities and their Chemistry program.

8. INNOVATING

/ low /    / X / high /

Comments

CB000005

NAME Gary L. Fiser

for Fiscal Year ending September 30, 1992

9. ORAL COMMUNICATIONS

/ low / X / high /

Comments

10. WRITTEN COMMUNICATIONS

/ low / X / high /

Comments

11. SUPERVISING

/ low / X / high /

Comments: Has some supervision problems that were mostly "inherited". However, changes did not take place as quickly as they should.

12. TEAMWORK

/ low / X / high /

Comments

13. PLANNING AND ORGANIZING

/ low / X / high /

Comments

14. \*SUPERVISORY IMPARTIALITY

/ low / X / high /

Comments: A strong separation between the people holding allegiance to the previous Chemistry Manager and those holding allegiance to the present Chemistry Manager. During his tenure as Chemistry Manager these differences have not improved.

15. \*SUBORDINATE DEVELOPMENT

/ low / X / high /

Comments

16. ORGANIZATIONAL KNOWLEDGE

/ low / X / high /

Comments

17. OVERALL EVALUATION

/ low / X / high /

Comments

CB000006

NAME

for Fiscal Year ending September 30, \_\_\_\_\_

**PART IV.B Action Plan - Identify the needs of the employee for both current and potential future assignments.**

To Be Developed

Actions to be taken  
(e.g., courses, assignments, etc.)

MANAGER

(typed name)

DATE

NEXT HIGHER MANAGER

(typed name)

DATE