

RAS 6158

NUCLEAR REGULATORY COMMISSION

Title: Interview of Ronald O. Grover

DOCKETED
USNRC 

2003 MAR 11 AM 11:41

Docket Number: 50-390-CivP and 50-327-CivP

OFFICE OF THE SECRETARY
RULEMAKINGS AND
ADJUDICATIONS STAFF

Location: Chattanooga, Tennessee

Date: Thursday, July 11, 1996

Work Order No.: NRC-215

Pages 1-65

NEAL R. GROSS AND CO., INC.
Court Reporters and Transcribers
1323 Rhode Island Avenue, N.W.

NUCLEAR REGULATORY COMMISSION

Docket No. 50-390 Official Exh No. Part 508

In the matter of TVA

Staff IDENTIFIED

Applicant _____ RECEIVED _____

Intervenor _____ REJECTED _____

Other _____ WITHDRAWN _____

DATE June 17, 2002 Witness _____

Clerk BHM

Handwritten notes on the left margin.

Vertical handwritten text on the right margin.

Washington, D.C. 20005
(202) 234-4433

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

UNITED STATES OF AMERICA
NUCLEAR REGULATORY COMMISSION

+ + + + +

OFFICE OF INVESTIGATIONS

INTERVIEW

-----x

IN THE MATTER OF: :

INTERVIEW OF : Docket Nos.

RONALD O. GROVER : 50-390-CivP

(CLOSED) : 50-327-CivP

-----x

Thursday, July 11, 1996

The above-entitled interview was conducted
at Chattanooga, Tennessee.

BEFORE:

Special Agent David Van Bocker

P R O C E E D I N G S

1
2 SPECIAL AGENT VAN BOCKER: This is Dave
3 Van Bocker, and today's date is 7/1/196. I'm talking
4 with Ronald O. Grover in Chattanooga, Tennessee. Is
5 that how you pronounce your name, Grover?

6 MR. GROVER: Yes.

7 SPECIAL AGENT VAN BOCKER: In regard to a
8 Department of Labor complaint filed by Gary L. Fiser.
9 OIG File Number is 2D-169. We'll be discussing
10 certain issues of Mr. Fiser's complaint, in which he
11 alleges TVA posted his job that they offered him as
12 settlement from a previous complaint in 1994.

13 Fiser also had reason to believe that they
14 did so with malice, and that the posting was a smoke
15 screen designed to hide their true intentions, which
16 was the pre-selection of another candidate for this
17 position.

18 Ron, let me get some background
19 information on you first.

20 MR. GROVER: Okay.

21 SPECIAL AGENT VAN BOCKER: Your full name
22 is Ronald O. Grover. Is that correct?

23 MR. GROVER: Correct.

24 SPECIAL AGENT VAN BOCKER: And what is
25 your position?

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

1 MR. GROVER: Well, up to about two weeks
2 ago I was the Chemistry -- or I was the Manager of
3 Chemistry and Environmental Protection for TVA
4 Nuclear. And I said that because we've since had, you
5 know, an organizational change.

6 SPECIAL AGENT VAN BOCKER: Right. We'll
7 get into that in just a minute.

8 MR. GROVER: Okay. Okay.

9 SPECIAL AGENT VAN BOCKER: Yeah. Okay.
10 This is TVA Nuclear, Chattanooga. Your work number is
11 751 --

12 MR. GROVER: 7826.

13 SPECIAL AGENT VAN BOCKER: Your home
14 address?

15 MR. GROVER: 

16 

17 

18 SPECIAL AGENT VAN BOCKER: And home phone?

19 MR. GROVER: 

20 SPECIAL AGENT VAN BOCKER: Okay. Social
21 Security number.

22 MR. GROVER: 

23 SPECIAL AGENT VAN BOCKER: Okay. You said
24 you recently had a reorganization. Prior to that, you

1 served as Manager of Chemistry and Environmental
2 Protection.

3 MR. GROVER: Correct.

4 SPECIAL AGENT VAN BOCKER: Is that
5 correct?

6 MR. GROVER: Uh-huh.

7 SPECIAL AGENT VAN BOCKER: And you were
8 Gary's supervisor?

9 MR. GROVER: Correct.

10 SPECIAL AGENT VAN BOCKER: Is that right?

11 MR. GROVER: Uh-huh.

12 SPECIAL AGENT VAN BOCKER: You're his
13 direct supervisor?

14 MR. GROVER: Correct.

15 SPECIAL AGENT VAN BOCKER: How long have
16 you been in your position?

17 MR. GROVER: Since -- well, this
18 particular job classification since about July of
19 1994.

20 SPECIAL AGENT VAN BOCKER: '94. Okay.
21 Now were you here when Gary was given his present
22 position?

23 MR. GROVER: Yes.

24 SPECIAL AGENT VAN BOCKER: During the
25 settlement agreement?

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

1 MR. GROVER: Yeah. I came on board
2 February the 28th, 19 -- 27th or 28th. I believe it was
3 the 28th, 1994. And Gary's settlement was still in
4 progress, and I believe he came on board subsequently,
5 I believe it was around April of '94 time frame. I
6 don't have the exact date but he was -- so I was here
7 probably a month and a half, two months before he
8 returned to work --

9 SPECIAL AGENT VAN BOCKER: Okay.

10 MR. GROVER: -- in the capacity of Program
11 Manager, Chemical Engineer.

12 SPECIAL AGENT VAN BOCKER: Okay. Now when
13 he came on board in April then, or thereabouts --

14 MR. GROVER: Uh-huh.

15 SPECIAL AGENT VAN BOCKER: -- what
16 position was he given at that time?

17 MR. GROVER: Yeah, he was given a PG8
18 Program Manager's position in Chemistry. Okay. At
19 the time, I hired him as a Chemistry Manager, we were
20 in a different organizational structure.

21 SPECIAL AGENT VAN BOCKER: Uh-huh.

22 MR. GROVER: Chemistry was a separate --
23 was an organization within itself, and we had
24 Environmental Protection as a separate group. Okay.
25 So the Chem -- we had Chemistry as one group,

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

1 Environmental Protection as one group, and Radcon was
2 a third group. And then we had -- we were --
3 basically our group is rolled up under an
4 organization called Chemical Support. Okay. Which
5 Wilson McArthur was the manager of at the time, and he
6 had other groups as part of that organization. I'm
7 sorry. It was called Technical Programs, not
8 Technical Support. Manager of Technical Programs.

9 SPECIAL AGENT VAN BOCKER: Technical
10 Programs.

11 MR. GROVER: Yeah.

12 SPECIAL AGENT VAN BOCKER: Under who?

13 MR. GROVER: Under Wilson McArthur. And
14 we had Fire Protection, Emergency Planning
15 Preparedness. We had the World Lab which is down in
16 Muscle Sholls (phonetic). Bill Rainey's (phonetic)
17 organization, and those are the other --

18 SPECIAL AGENT VAN BOCKER: Is this
19 basically the organizational structure at that time?

20 MR. GROVER: Yes.

21 SPECIAL AGENT VAN BOCKER: And this is --
22 Gary was given this position. Is that --

23 MR. GROVER: Yeah, Gary was given this
24 position here.

25 SPECIAL AGENT VAN BOCKER: Okay.

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

1 MR. GROVER: And those two individuals
2 were --

3 SPECIAL AGENT VAN BOCKER: This is you
4 right here. Is that correct?

5 MR. GROVER: Correct.

6 SPECIAL AGENT VAN BOCKER: You're under
7 McArthur.

8 MR. GROVER: Right.

9 SPECIAL AGENT VAN BOCKER: That's the
10 structure.

11 MR. GROVER: That was the structure when
12 I hired in.

13 SPECIAL AGENT VAN BOCKER: Okay.

14 MR. GROVER: And then we reorganized. I
15 believe it was, you know, July time frame of that
16 year, same year, '94. And that's when we went to the
17 -- well, the structure up until the one we just went
18 to now. We were in that structure. Do you have an
19 org chart for that?

20 SPECIAL AGENT VAN BOCKER: I believe I do.
21 Let's see.

22 MR. GROVER: Okay.

23 SPECIAL AGENT VAN BOCKER: Here it is.
24 See if this is correct, and you can explain it to me.
25 Is that wrong?

1 MR. GROVER: Yeah, this is still the old
2 -- see, this was the Technical Programs organization.

3 SPECIAL AGENT VAN BOCKER: Oh, that's the
4 old one.

5 MR. GROVER: Yeah, that's the old one.
6 This is just -- basically, this is a subset of this
7 one.

8 MR. GROVER: Okay.

9 SPECIAL AGENT VAN BOCKER: Okay. I think
10 I have the present here. Oh, here it is.

11 MR. GROVER: Oh, you got it?

12 SPECIAL AGENT VAN BOCKER: Yeah. Okay.
13 So you reorganized in July of 1994.

14 MR. GROVER: Correct.

15 SPECIAL AGENT VAN BOCKER: And did you
16 combine then Chemistry --

17 MR. GROVER: Yeah, we combined Chemistry
18 and Environmental Protection because we had -- you
19 know, this was the time when they offered the
20 incentive plan. We had to reduce the numbers, and we
21 combined the two groups, Chemistry and, you know --
22 basically, Technical Programs was split up, and we
23 combined Chemistry and Environmental, and several
24 other groups were split out from Technical Support.
25 And Technical Support basically didn't exist any more.

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

1 SPECIAL AGENT VAN BOCKER: Okay. During
2 this reorganization, you also downsized somewhat?

3 MR. GROVER: Yes.

4 SPECIAL AGENT VAN BOCKER: You remember
5 how about the cut back --

6 MR. GROVER: I think we had -- between
7 Chemistry and Environmental, I think there were like
8 eight -- there were eight or nine people, and we
9 downsized to what, six, including myself? Yeah, six
10 including myself.

11 SPECIAL AGENT VAN BOCKER: Six people?

12 MR. GROVER: Yeah.

13 SPECIAL AGENT VAN BOCKER: Okay. Now
14 these positions --

15 MR. GROVER: There were like nine total,
16 because we had lost three that were -- had -- they
17 were in positions.

18 SPECIAL AGENT VAN BOCKER: Okay. You lost
19 three people.

20 MR. GROVER: We lost three people.

21 SPECIAL AGENT VAN BOCKER: Okay.

22 MR. GROVER: So we went from --

23 SPECIAL AGENT VAN BOCKER: Okay. Now
24 these positions at that time, were they -- the job
25 description rewritten, and they had to --

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE, N.W.
WASHINGTON, D.C. 20005-3701

1 MR. GROVER: Right. What we did was we
2 rewrote the job, and we basically combined functions
3 between Chemistry and Environmental, and wrote one --
4 well, actually we wrote two position descriptions.
5 Okay. We wrote one for all the PG8 level positions,
6 and then we wrote a separate one. We had one PG7
7 position, so we had the positions that reported to me,
8 we had four PG8s, and one PG7.

9 SPECIAL AGENT VAN BOCKER: Uh-huh.

10 MR. GROVER: Now at the time we wrote the
11 job descriptions and they were hayed out, that's how
12 they hayed out. I'm just prefacing it by saying that
13 this was the level. We didn't know the level at the
14 time, but we wrote -- we had two groups. Okay.

15 SPECIAL AGENT VAN BOCKER: Uh-huh.

16 MR. GROVER: Four in one group, and one in
17 another group.

18 SPECIAL AGENT VAN BOCKER: Okay. It was
19 during this time then that Gary -- he had his position
20 -- or I'm getting -- his position when he came on
21 board then, he was given this position. That's
22 correct?

23 MR. GROVER: Correct.

24 SPECIAL AGENT VAN BOCKER: And then he
25 reorganized, and then they rewrote the job

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

1 description, so he had to re-apply for one of these
2 positions. Is that correct?

3 MR. GROVER: That's correct. And that was
4 -- you know, that was because we combined --

5 SPECIAL AGENT VAN BOCKER: I understand.

6 MR. GROVER: We rechanged the whole job.

7 SPECIAL AGENT VAN BOCKER: He was selected
8 along with these other -- with Harvey, Sorrell and
9 whatever --

10 MR. GROVER: And Chandra.

11 SPECIAL AGENT VAN BOCKER: How do you
12 pronounce his --

13 MR. GROVER: Chandra.

14 SPECIAL AGENT VAN BOCKER: Chandra.

15 MR. GROVER: Yeah, C-H-A-N-D-R-A.

16 SPECIAL AGENT VAN BOCKER: Okay.

17 MR. GROVER: And we had a fifth individual
18 who filled the PG7 spot.

19 SPECIAL AGENT VAN BOCKER: Okay. Now is
20 this correct, that this is basically the same thing
21 you're doing now, but reversing it? In other words,
22 you started here as separate.

23 MR. GROVER: Uh-huh.

24 SPECIAL AGENT VAN BOCKER: Then they
25 combined them here.

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

1 MR. GROVER: Right.

2 SPECIAL AGENT VAN BOCKER: Rewrote the job
3 description, and now you're going back and you're
4 splitting it again, and everybody is having -- and are
5 rewriting the job description, and --

6 MR. GROVER: Well, in some ways it's yes,
7 and in some ways it's no, because here we had a
8 distinct -- two distinct functional areas.

9 SPECIAL AGENT VAN BOCKER: Uh-huh.

10 MR. GROVER: We had an Environmental area,
11 and we had a Chemistry area, and we married the two.
12 Okay. With the intent of over time -- and with one
13 PD, with the intent of over time --

14 SPECIAL AGENT VAN BOCKER: Uh-huh.

15 MR. GROVER: -- working people in, because
16 you know, what you had, you didn't have anyone with --
17 that was equally adept in the Environmental side as
18 you -- and the Chemistry side at the same time. You
19 had the Chemistry, you know, with people that their
20 main focus was Chemistry, and their main emphasis was
21 Chemistry. And then you had people where their main
22 emphasis was Environmental, so the plan -- the
23 objective was -- with this organization was to go to
24 one combined PD, and then cross-train -- over time, we
25 would cross-train and cross-fertilize individuals,

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

1 such that you would basically be able to function and
2 carry out, you know, the needs of the plants and so
3 forth with a smaller staff, but they're trained and
4 capable, and over time they build up their expertise
5 to do the work in both sides of the house. And you
6 can just -- you know, you should be able to
7 interchange all your individuals.

8 SPECIAL AGENT VAN BOCKER: Right.

9 MR. GROVER: So that was the long term
10 objective of that organization there.

11 SPECIAL AGENT VAN BOCKER: Okay.

12 MR. GROVER: Here in this particular
13 reorg, the decision was made to basically keep --
14 reduce, or split out the Environmental function.
15 Okay. At first, you know, it was -- the decision was
16 we'd just delete it all together, and not have an
17 Environmental presence in Corporate --

18 SPECIAL AGENT VAN BOCKER: Uh-huh.

19 MR. GROVER: -- and then shift -- just put
20 all the burden back to the site. I think that was
21 rethought after several discussions, and it was
22 decided to combine it with the Rad Waste position in
23 the Radcon side, and for a year, and then drop that
24 function all together. That's what I --

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

1 SPECIAL AGENT VAN BOCKER: So you broke
2 off the Environmental function.

3 MR. GROVER: Broke off Environmental, but
4 kept the Chemistry, but keep the Chemistry function
5 and reduce the number of people you've got in
6 Chemistry. But the direction was that -- to now take
7 just the two Chemistry positions that we want to keep,
8 write them specific to, you know, basically the
9 functions that we want to align ourselves with, and
10 that's basically having a BWR specialist and a PWR
11 specialist. Okay.

12 SPECIAL AGENT VAN BOCKER: Now --

13 MR. GROVER: That's the type of plant.
14 BWR is Boiling Water Reactor, and that's -- we had --
15 that's Brown's Ferry.

16 SPECIAL AGENT VAN BOCKER: Boiling Water
17 Reactor.

18 MR. GROVER: Yeah. And the PWR is a
19 Pressurized Water Reactor. Okay. And that's just --
20 we got Sequoia and Watts Bar are PWRs, and
21 Fitzpatrick -- I'm sorry, not Fitzpatrick. Brown's
22 Ferry is a BWR, so the idea was to align -- the
23 direction was to align -- rewrite the job descriptions
24 and align them such that you have one position
25 description that is -- the focal point is have a BWR

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

1 point of contact, and then the other one have a PWR
2 point of contact. And they -- you know, they would be
3 the specialist in those areas, but all the other tasks
4 under those -- under that first bullet would be --
5 basically would capture the current task that we're
6 doing, you know, that we're currently doing anyway.

7 SPECIAL AGENT VAN BOCKER: Uh-huh.

8 MR. GROVER: And that doesn't mean that
9 the person that's a BWR, and at Brown's Ferry, that
10 that's all they're going to be doing, is supporting,
11 you know, just doing things down at Brown's Ferry.
12 They're going to be doing other things at Sequoia and
13 Watts Bar, the same thing as the PWR person would be
14 doing things at Brown's Ferry too. So they still
15 would work across the board at all the plants based on
16 how we split out the tasks, because you got -- you
17 know, you've got a set number of tasks, so you've got
18 to balance them accordingly. See, it would be
19 unbalanced if you just say okay, we'll all split it by
20 plant because you've got two in one and one in the
21 other.

22 SPECIAL AGENT VAN BOCKER: Sure.

23 MR. GROVER: So you're still going to --
24 you know, and based on the expertise of the
25 individual guy. I mean, essentially we got it split

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

1 out now based on, you know, expertise and what people
2 can do, and where you can get -- provide the best
3 support.

4 SPECIAL AGENT VAN BOCKER: Uh-huh.

5 MR. GROVER: So it's a little bit
6 different in that we -- the direction we've given was
7 to do it that way. Okay. Which in my opinion, made
8 it real challenging because you really -- in doing it
9 that way, you really didn't change the actual --- you
10 know, on the working level basis, you didn't change
11 from a practical level -- let me back that up.

12 From a practical level, you didn't change
13 the basic functions of that PWR position. Okay.
14 Because we didn't get a chance to fully implement this
15 organization and really, in practicality, in having
16 the people merge and, you know, get into the
17 Environmental and that sort of thing.

18 SPECIAL AGENT VAN BOCKER: Uh-huh.

19 MR. GROVER: So on paper, the position
20 description captured Chemistry and Environmental.
21 Okay. But the Chemistry types, Fiser, Harvey and
22 Chandra, basically were -- they were involved mostly
23 with their primary area of expertise, Chemistry. And
24 we were just beginning -- you know, up until a couple
25 of months ago, we were -- you know, we were just

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

1 beginning to try to get them starting to merge into
2 Environmental and so forth.

3 SPECIAL AGENT VAN BOCKER: Uh-huh.

4 MR. GROVER: So I say that to say that
5 when you look at it from a practical standpoint, from
6 the old PD to the new PD, from a practical standpoint,
7 it functionally didn't change for Gary.

8 Now on paper it changed, because we had to
9 split out the Environmental, but from a functionality
10 standpoint, most of his duties in that PWR position
11 does not change, as far as what they're going to be
12 doing day-to-day, from this organizational structure
13 to the new organizational structure.

14 SPECIAL AGENT VAN BOCKER: Well, then he's
15 claiming it shouldn't have been advertised, but it
16 needed to be advertised and be fair to everybody, or
17 -- this new position?

18 MR. GROVER: Well, I mean, you know, it's
19 a call that HR and my management, you know, decided
20 and had to make, this, that and the other, based on
21 what we were trying to do. Now, you know, you have to
22 talk to HR. I mean, my understanding is that, you
23 know, the job has to change significantly to be -- to
24 warrant, you know, advertisement. If not, then -- and

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

1 you have to reduce numbers, you do -- you run a
2 retention roster.

3 SPECIAL AGENT VAN BOCKER: Right.

4 MR. GROVER: Okay. The problem is from
5 the functionality of it, you know, from what the
6 individual is doing, as far as what they do day-to-
7 day, it would be, you know, it's no different.

8 SPECIAL AGENT VAN BOCKER: But they --

9 MR. GROVER: The only other way -- my
10 understanding now. I'm not --

11 SPECIAL AGENT VAN BOCKER: Okay.

12 MR. GROVER: I'm not the expert, but my
13 understanding is, if you don't significantly change
14 the job, then you have to run a retention roster. Or
15 what you do is you have to rewrite it, and it's got to
16 be a significant change. Like for example, if we took
17 -- now since we went -- when we went to one group,
18 Radcon from Environmental, so if you just took and say
19 okay, we're going to write the PDs and just go to one
20 PD, and combine all functions. And then now, you do
21 that, now you reclassified the job, redefined the job.

22 SPECIAL AGENT VAN BOCKER: Uh-huh.

23 MR. GROVER: Now you've got to post that,
24 kind of like we did here, and then have everybody
25 interview for it, and this, that and the other.

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

1 SPECIAL AGENT VAN BOCKER: Right.

2 MR. GROVER: So that's my understanding.
3 Now I'm not -- you know, maybe there's some
4 flexibility in that, for whoever to make the call, to
5 determine this, that and the other.

6 SPECIAL AGENT VAN BOCKER: Uh-huh.

7 MR. GROVER: But as far as on paper is
8 concerned, you know, you've got --

9 SPECIAL AGENT VAN BOCKER: They did drop
10 the Environmental part.

11 MR. GROVER: Right. We did -- for paper
12 we did drop the Environmental part. But in
13 practicality, it didn't affect what the individual in
14 that position is doing from a day-to-day standpoint
15 between the old organization and the new organization.
16 Now that's my -- you know, my perspective on it.
17 Because when they hire in and fill a new position,
18 those individuals will basically be doing the same
19 functions. Now there may be a little -- we have --
20 you know, you split things and move things around a
21 little bit --

22 SPECIAL AGENT VAN BOCKER: Sure.

23 MR. GROVER: -- based on -- because you're
24 repeating --

25 SPECIAL AGENT VAN BOCKER: Uh-huh.

1 MR. GROVER: -- you know, but you
2 basically be doing the same thing. And they're, you
3 know, they're senior engineering types, and senior
4 specialist types.

5 SPECIAL AGENT VAN BOCKER: Uh-huh.

6 MR. GROVER: They've done work across the
7 board, and that's --

8 SPECIAL AGENT VAN BOCKER: Okay.

9 MR. GROVER: It's not a draw back or a
10 limitation.

11 SPECIAL AGENT VAN BOCKER: Well, going
12 back to 1994, when you reorganized at that time.

13 MR. GROVER: Uh-huh.

14 SPECIAL AGENT VAN BOCKER: I forget which
15 one it was. This one here?

16 MR. GROVER: When we went from this one to
17 this one. Yeah.

18 SPECIAL AGENT VAN BOCKER: Okay.

19 MR. GROVER: Well, no. We went from this
20 one to this one.

21 SPECIAL AGENT VAN BOCKER: Okay. When you
22 reorganized and they rewrote the job descriptions
23 again --

24 MR. GROVER: Uh-huh.

1 SPECIAL AGENT VAN BOCKER: -- everybody
2 re-applied. Is that correct?

3 MR. GROVER: Correct.

4 SPECIAL AGENT VAN BOCKER: Did Gary raise
5 any issue at that time? In other words, that's
6 basically the same thing there, his job function
7 really didn't change that much, but they did rewrite
8 the job description. They made -- you did downsize.
9 You went through -- you lost a few people.

10 MR. GROVER: Uh-huh.

11 SPECIAL AGENT VAN BOCKER: And did he
12 raise any issue at that time?

13 MR. GROVER: Well, no, because see, the
14 difference is you combined two distinct groups into
15 one.

16 SPECIAL AGENT VAN BOCKER: Right.

17 MR. GROVER: Okay. That's what you did,
18 you combined -- you took several -- you took two
19 distinct functions, functional areas and put them into
20 one organization. And with the understanding with the
21 PD, that based on how the PD would be written, that
22 those individuals in that organization, you're going
23 to have to work across the board.

24 SPECIAL AGENT VAN BOCKER: Uh-huh.

1 MR. GROVER: At some point in time, you
2 will be given Environmental responsibilities.

3 SPECIAL AGENT VAN BOCKER: Uh-huh.

4 MR. GROVER: You see what I'm saying? Now
5 you can't start that off, because you can't -- you
6 know, you've got to get the person -- the person has
7 got to get adequate training. He's got to get -- you
8 know, you've got to transition into that.

9 SPECIAL AGENT VAN BOCKER: So because they
10 combined the two, they had to advertise it. Is that
11 correct?

12 MR. GROVER: Yes. You completely re --
13 you know, the job position description changed more
14 than what, 60, 70 percent, or whatever the magic
15 number is, or 50 percent. Whatever it is, it
16 significantly change enough where we had to do that.
17 But like I said, that was -- the intent there was to
18 get everyone cross-trained to the point where everyone
19 could do everything. You know, could work in both
20 sides of the house, and do -- you know, and it would
21 balance it out, you know. And we started getting into
22 that, because some of the Environmental guys had
23 Chemistry past duties, and some of the -- and there
24 were Environmental tasks given to the Chemistry guys,

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

1 so that was starting to happen, but it wasn't full
2 scale. You with me?

3 SPECIAL AGENT VAN BOCKER: Uh-huh.

4 MR. GROVER: It wasn't to the point where
5 you wanted to get to.

6 SPECIAL AGENT VAN BOCKER: Right.

7 MR. GROVER: So it was different there.
8 I mean, it was a different situation. It was well
9 explained. Everybody knew what was the intent behind
10 it, and et cetera, et cetera.

11 SPECIAL AGENT VAN BOCKER: Sure.

12 MR. GROVER: Plus, you know, several years
13 passed, and I understand they were combined. You
14 know, that Chemistry and Environmental was together
15 before at some point.

16 SPECIAL AGENT VAN BOCKER: Uh-huh.

17 MR. GROVER: You know, but they had more
18 people, so -- see, it's different when you combine the
19 groups, but you keep all the functional areas
20 separate. Here we did something different. We
21 combined them and said now, instead of you doing
22 Chemistry, now you're going to have to do some
23 Environmental too.

24 SPECIAL AGENT VAN BOCKER: Uh-huh.

1 MR. GROVER: It's the same thing if we
2 combined and went to one PD in Radon Chemistry and
3 Environmental in this organization up here. Okay.
4 Now, you know, John Doe, you're going to have -- not
5 only is Chemistry -- we recognize Chemistry is your
6 expertise, but now you're going to do some
7 Environmental, and we're going to ask you to do some
8 Radcon tasks as well. See, so that's a difference.

9 SPECIAL AGENT VAN BOCKER: Right.

10 MR. GROVER: Versus me saying okay, we're
11 combining, going to one organization. You're doing
12 Chemistry now, and you're going to be doing Chemistry
13 when you come into this new organization. So see,
14 it's a difference in the day-to-day functions or what
15 you're going to be asked to do.

16 SPECIAL AGENT VAN BOCKER: Right. Okay.

17 MR. GROVER: So that's the distinct
18 difference in them.

19 SPECIAL AGENT VAN BOCKER: Okay. I'm glad
20 you clarified that.

21 MR. GROVER: Yeah.

22 SPECIAL AGENT VAN BOCKER: Okay. Let's
23 switch over to, starting to where I asked you to
24 review this, starting in March of 1996.

25 MR. GROVER: Okay.

1 SPECIAL AGENT VAN BOCKER: You held a
2 staff meeting. What, the budget was underway.

3 MR. GROVER: Right. We were in -- you
4 know, the budget process had been kicked off, and I
5 think it was prior to that date we had been working
6 with the budget there for at least a couple of weeks
7 prior to that time frame, or just getting, you know --
8 getting the information together. And prior to that,
9 Tom McGrath had called a staff meeting, and presented,
10 you know, the information and the targets, and you
11 know, what we were asked to --

12 SPECIAL AGENT VAN BOCKER: Was this
13 basically your target, to decrease your budget by 15
14 to 17 percent?

15 MR. GROVER: Yes. That was part of the
16 information package that he had put out at the
17 meeting, and he didn't say that, you know, that's a
18 definite number. He said these are the targets.
19 These are the guide -- you know, these are -- I guess
20 targets is the right word, but these are what we
21 should initially be looking at doing. Okay. And he
22 basically added to that, but if I see we can exceed
23 that or we can get more, then that's what I expect
24 you, you know, to come with. If you can do 50
25 percent, that we can do 50 percent, you know.

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

1 SPECIAL AGENT VAN BOCKER: So he
2 encouraged you to --

3 MR. GROVER: Right. You had suggestions,
4 you know, and the bottom line is whatever you come
5 back with, you have to justify it. If you come back
6 with less than those targets, you have to justify
7 that. But I mean, it wasn't something -- I mean,
8 that's what he verbalized at the meeting.

9 MR. GROVER: So he said that, you know, he
10 challenged everyone. And he wanted to look at it, and
11 I'm going to make the determination whether that's
12 acceptable, or I'm going to ask you to do more, or
13 whatever, so we had to come back with the first cut,
14 you know, the first presentation.

15 SPECIAL AGENT VAN BOCKER: Okay. He --
16 Gary said shortly after the meeting that Charles Kent
17 and Gordon Rich initiated a verbal request to you to
18 transfer Harvey -- Sam Harvey's position to Sequoia,
19 stating they had a slot for him. Do you recall that
20 at all?

21 MR. GROVER: Yeah. What happened, I was
22 out at Sequoia. We had a meeting going out there and
23 Charles had approached me, and Gordon Rich. Charles
24 is the Radcon Chemistry Manager -- Charles Kent is the
25 Radcon Chemistry Manager at Sequoia, and Gordon Rich

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

(202) 234-4433

(202) 234-4433

1 is the Chemistry Manager, and they had approached me
2 and said that we would -- you know, we understand
3 what's going on down at Corporate, this, that and the
4 other. And we have -- we would like to -- for his
5 position -- for Sam to be -- you know, see if we can
6 work out a situation where he could be transferred out
7 there, because Sam's primary role was to -- his lead
8 plant was Sequoia. You know, we were aligned where
9 each Program Manager had a lead plant responsibility.
10 Okay. Sequoia was Sam Harvey's lead. He was the Lead
11 Engineer or Lead Contact for Sequoia. Gary's was
12 Watts Bar, and Chandra was aligned with Brown's Ferry.
13 And they worked across. They did other things at
14 other plants, but that was their main -- you know,
15 their chief responsibility was to provide primary
16 support for those respective plants.

17 SPECIAL AGENT VAN BOCKER: Uh-huh.

18 MR. GROVER: So their concern -- you know,
19 they wanted -- you know, because we've done a lot of
20 work with Sam, and spent a lot of time. We worked
21 together. WE worked to try to help turn some things
22 around in Sequoia, and they expressed to me they
23 didn't want to lose his expertise, this, that and the
24 other. And they had -- they would like -- they had a
25 slot there, and they would -- wanted to see what I

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

1 could do about -- what we had to do to initiate
2 getting him transferred out at Sequoia. And, you
3 know, basically my response to them was well, you
4 know, I'm -- you know, I'm for it. Whatever we need
5 to do to support -- because I said, it's no loss if we
6 keep him in the family. That's -- you know, I knew
7 how their relationship was, this, that and the other,
8 so I mean, they weren't telling me anything new as far
9 as his level of support and everything.

10 SPECIAL AGENT VAN BOCKER: Uh-huh.

11 MR. GROVER: But, you know, I said it --
12 personally it wasn't a problem with me. I support is
13 because we're keeping -- if we keep him in the
14 organization -- because we try to work very closely
15 with the site, so it wasn't a loss, as far as if he's
16 at site, or versus Corporate. The same with any of
17 the guys, I mean, we've still got them in the
18 organization structure, and they're still providing
19 the support that's needed to the site. And I told
20 them, I said, let me talk with Sam because it's Sam's
21 decision. I mean, it's not a forced situation or
22 anything like that, so you know, the same time Sam was
23 out there, and I pulled him aside and we had a little
24 discussion. And, you know, I told Sam, I said this is
25 what was asked of me. You know, what's your feelings

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

1 on it? And he liked the idea, this, that and the
2 other. I said well -- you know, I told him up front.
3 I said, "Sam, this is your decision. It's your call.
4 You're not being forced to take this", or this, that
5 and the other. My only intent is to make sure
6 everybody, you know, in our situation we're going
7 through, this, that and the other. I want to make
8 sure -- you know, my intent is just to work to -- so
9 everybody has a job -- but this is your call to make.
10 You can -- you know, if you want me to proceed with
11 this, that's fine. Or if you want to just remain down
12 in Corporate and see how that transitions, that's fine
13 too.

14 SPECIAL AGENT VAN BOCKER: Uh-huh.

15 MR. GROVER: So I said, "Think about it.
16 Talk with Charles and Gordon again, and let me know,
17 because I'm not going to do anything. And then I'll
18 get back with Gordon and Charles and make sure that
19 this is what everybody wants to do. And, you know,
20 I'll check with HR and proceed, and find out, and talk
21 with the organization downtown and see what we have to
22 do." And so he came back, and I think we got back
23 together the next day, and he said that, "Yeah, I'd
24 like to pursue this." And I said, "Did you talk with
25 Charles and Gordon to make sure this is -- you know,

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE, N.W.
WASHINGTON, D.C. 20005-3701

1 this is a solidified situation because I don't want
2 you to, you know, get into something and then find out
3 oh, it's not going to work out", this, that and the
4 other, you know.

5 SPECIAL AGENT VAN BOCKER: Right.

6 MR. GROVER: So my concern was with him as
7 an employee and making sure that this was something
8 that would work out and he's comfortable with, you
9 know.

10 SPECIAL AGENT VAN BOCKER: Uh-huh.

11 MR. GROVER: Because it was no -- it
12 wasn't a directive or anything like that, so he did
13 that, and we checked it all out. And they said,
14 "Yeah, let's go with it", this, that and the other.
15 So I went and talked with Ben Easley down in HR to
16 find out, you know, a little bit of information,
17 because I told --

18 (End of Side A)

19 MR. GROVER: Okay. I wanted to find out
20 what the proper HR procedure is, and then we can go
21 from there. Okay. And so I did talk with Ben Easley,
22 and he told me what -- the way this would have to be
23 initiated.

24 SPECIAL AGENT VAN BOCKER: Uh-huh.

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

1 MR. GROVER: I mean, it can be something
2 that can done, but the way it would have to be
3 initiated would be for Sequoia, and probably Charles
4 Kent to initiate a request memorandum, directing it to
5 Tom McGrath. Okay. And then they would have to get
6 it, and then they would proceed from there, and what
7 has to take place. Okay. Because I wasn't familiar
8 whether they had a position available, whether -- you
9 know, it was a little -- not quite clear whether they
10 were wanting to just transfer a whole position out
11 there.

12 SPECIAL AGENT VAN BOCKER: Uh-huh.

13 MR. GROVER: Versus they had a position
14 and they wanted to transfer him in there, since he --
15 you know, he spent a lot of time out there. We were
16 going to get all that worked out.

17 SPECIAL AGENT VAN BOCKER: Uh-huh.

18 MR. GROVER: So I found that out, and I
19 called Charles back and Gordon, and let them know.
20 And then I went and talked to Tom McGrath --

21 SPECIAL AGENT VAN BOCKER: Uh-huh.

22 MR. GROVER: -- because I had thought he
23 was aware of their interest, this, that and the other,
24 because Wilson had -- McArthur had told me that he,
25 you know, in so many words that he was aware of it,

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

1 and that Charles Kent had asked Wilson to find out
2 what was going on about it, this, that and the other.
3 And he had discussed it with me a couple of times, so
4 I just went ahead and, you know, just tried to do leg
5 work, that sort of thing.

6 SPECIAL AGENT VAN BOCKER: Okay.

7 MR. GROVER: So I went in and talked to
8 Tom McGrath, and Tom was not aware of it at all.
9 Okay. So I went -- you know, I started from ground
10 zero, and I explained to him, you know, how this
11 evolved, and their interest, this, that and the other,
12 you know, about it. And that I was trying to, you
13 know, get the information, and I was coming to him to
14 let him know what was -- you know, what I found out,
15 this, that and the other.

16 Well, he was -- he expressed opposition to
17 me against, you know, the idea of doing that. You
18 know, he -- what he expressed to me, he felt that, you
19 know, Sam should be down here in this position. He
20 felt that he wanted to keep his expertise down here in
21 Corporate. Okay. And that he really didn't agree
22 with going along with the transfer of Sam out to
23 Sequoia. And so I said that's fine. And, you know,
24 I said well, you know, I just didn't know, and so I
25 told him I wasn't trying to force him out or anything

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

1 like that. It was just that they approached me about
2 it.

3 SPECIAL AGENT VAN BOCKER: Uh-huh.

4 MR. GROVER: And so I was just trying to
5 -- you know, just --

6 SPECIAL AGENT VAN BOCKER: So he nixed it
7 right there.

8 MR. GROVER: Yeah. And I told him -- I
9 said well, you know, I'll just talk with, you know,
10 Charles and those guys, you know, and let -- feed this
11 back to them because, I mean, there wasn't no more
12 discussion about it. He just didn't think it was, you
13 know, a good idea.

14 SPECIAL AGENT VAN BOCKER: So you told
15 Kent and --

16 MR. GROVER: So I got back with Kent and
17 Gordon. I told them. I said this is where -- this is
18 the position -- you know, I told them I thought he was
19 aware of it. And I told Charles that, you know, my
20 suggestion is that you talk directly with McGrath and
21 explain to him what your intentions are, and what your
22 feelings are, and maybe, you know, he can consider
23 that, or it could be worked out, this, that and the
24 other. So that's the way it -- you know, I left it,
25 and --

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

1 SPECIAL AGENT VAN BOCKER: Uh-huh.

2 MR. GROVER: -- you know, I don't think,
3 you know, at that point -- probably after that point
4 nothing more materialized.

5 SPECIAL AGENT VAN BOCKER: It died right
6 there.

7 MR. GROVER: Well, in talking with Sam
8 later on. I asked Sam. I says -- because he asked me
9 about it. I said, "Well, this is all I know, Sam."
10 I said, "I suggest you talk with Gordon and Charles,
11 and find out whether they had -- you know, whether
12 they did get back to McGrath, or whether anything else
13 is still active on it. And he came back to me and
14 told me that Charles had talked to McGrath, and
15 McGrath didn't want to pursue it, you know. Didn't
16 agree with it, and that was the end of it, so I
17 didn't, you know, try to pursue it from there because
18 I figured well, that's -- you know, that's the end of
19 it.

20 SPECIAL AGENT VAN BOCKER: Right. Okay.

21 MR. GROVER: I -- you know, I --

22 SPECIAL AGENT VAN BOCKER: You asked a
23 question to McGrath, and he told you he preferred to
24 keep him here basically, keep Sam here.

1 MR. GROVER: Well, yeah. He wanted to
2 keep him down here, and wanted him available to --

3 SPECIAL AGENT VAN BOCKER: All sites,
4 and --

5 MR. GROVER: Well, he wanted him -- he was
6 interested in him with, you know, this particular PWR
7 position coming up. He was interested in Sam, and
8 that's what he said, you know, so -- I mean, I --

9 SPECIAL AGENT VAN BOCKER: Oh, he told you
10 that too.

11 MR. GROVER: Well, yeah. He was
12 interested in -- yeah, because he wanted to keep his
13 -- made sure he had his expertise in Corporate. He
14 was interested in keeping his expertise in Corporate.
15 That's what he said. I mean, I can't -- you know, I
16 can't take that and say personally -- I mean, you
17 know, he didn't come out and say well, you know, I'm
18 conspir -- you know, I've got a conspiracy going on,
19 this, that and the other. I'm just -- you know, this
20 is what he told me. I mean --

21 SPECIAL AGENT VAN BOCKER: So he basically
22 knew the reorganization was coming in, and there was
23 a --

24 MR. GROVER: Oh, yeah. Yeah, it was at
25 that time. It was, you know -- it was determined that

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

1 we were going down to -- Chemistry was going to be
2 reduced -- the two Chemistry positions were going to
3 be -- you know, the Chemistry Manager position was
4 going away, and we were going to end up with two
5 Chemistry types in the organization. Okay. So it was
6 known at that time. So it was known at that time that
7 you were only going to have one PWR Chemistry type,
8 and one BWR Chemistry type.

9 SPECIAL AGENT VAN BOCKER: Uh-huh.

10 MR. GROVER: So that was already put --
11 you know, because we went through this process, and
12 it was agreement on what the final org chart -- what
13 he wanted the final org chart to look like between
14 combining Radcon, Chemistry and Environmental.

15 SPECIAL AGENT VAN BOCKER: Uh-huh.

16 MR. GROVER: So it was known at that time.

17 SPECIAL AGENT VAN BOCKER: So the two
18 positions that had to be filled -- was that PWR and
19 BWR. Is that right?

20 MR. GROVER: Uh-huh.

21 SPECIAL AGENT VAN BOCKER: Did Gary apply
22 for the PWR?

23 MR. GROVER: Yes, he -- I mean that has
24 just happened here. You know, it was only two weeks
25 ago or something like that.

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

1 SPECIAL AGENT VAN BOCKER: And Sam applied
2 for the --

3 MR. GROVER: Yeah. I don't know who all
4 applied. I just -- you know, I know that they had
5 mentioned to me that they were going to apply. I
6 don't -- I haven't -- I mean, that stuff was given --
7 the package and everything was given to Wilson
8 McArthur, so I don't -- you know, I can't say
9 absolutely because I don't -- I haven't seen the
10 applications. They told me that they were going to
11 apply. I don't know for sure that they did or not.
12 I assume that they would, you know.

13 SPECIAL AGENT VAN BOCKER: So actually Sam
14 would be competing against Gary then.

15 MR. GROVER: Correct.

16 SPECIAL AGENT VAN BOCKER: Do you know of
17 any conspiracy?

18 MR. GROVER: Yeah, well I -- you know, I
19 can't -- you know, I mean, you know, Tom didn't come
20 out and say well, I've got a conspiracy going on. I
21 can't -- you know, I just can only tell you what --
22 how this transpired, you know. But for me to sit
23 here and say whether it was a conspiracy or not, I
24 couldn't -- you know, I have no facts to say that one
25 way or the other.

1 SPECIAL AGENT VAN BOCKER: Right. As far
2 as the selection board, who has control of the
3 selection board?

4 MR. GROVER: Actually, Wilson McArthur is
5 -- you know, he's honcho in setting up everything.

6 SPECIAL AGENT VAN BOCKER: So he's in
7 charge of the whole selection process?

8 MR. GROVER: Yes.

9 SPECIAL AGENT VAN BOCKER: And he will
10 select the selection board?

11 MR. GROVER: Yes.

12 SPECIAL AGENT VAN BOCKER: He has selected
13 it yet?

14 MR. GROVER: I don't know for sure. He
15 had mentioned to me a couple of -- well, I had heard
16 several weeks ago it was several individuals. And
17 then he had mentioned earlier this week that he was
18 going to have the Radcon Chemistry Managers do it, so
19 I don't know for sure what -- whether he's made a
20 final decision, and just how they're going to do it.
21 I haven't seen anything in writing, or confirming
22 who's specifically going to be on it. But this is
23 just all verbal info that was put out.

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

1 SPECIAL AGENT VAN BOCKER: Are you aware
2 of any pre-selection being done by anybody for any of
3 these positions?

4 MR. GROVER: I mean, no one has come to me
5 and said that they pre-selected any individuals, if
6 that's what you're asking. I mean, you know, I can't
7 -- you know, I mean, if it is a pre-selection, I mean,
8 it would be, you know, a covert type of situation, and
9 not -- you know, it's not overt. It's not been
10 publicized or put on the wall, if that's what you
11 mean. You know, so I can't -- you know, for me to say
12 that I don't know of any, doesn't mean to say that it
13 -- something didn't occur, or something behind the
14 scenes didn't occur. I don't know.

15 SPECIAL AGENT VAN BOCKER: Uh-huh.

16 MR. GROVER: You know, I just can't speak
17 to that. I'm just not aware of anything.

18 SPECIAL AGENT VAN BOCKER: Uh-huh. Your
19 position you have right now, was that eliminated?

20 MR. GROVER: Right.

21 SPECIAL AGENT VAN BOCKER: Are you
22 applying for -- can you apply for these positions that
23 are vacant and being posted?

24 MR. GROVER: You mean their positions?
25 Yeah, I could, you know, technically apply.

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

1 SPECIAL AGENT VAN BOCKER: I mean, that
2 would be stepping down.

3 MR. GROVER: Yeah. I could have applied
4 for them.

5 SPECIAL AGENT VAN BOCKER: But you chose
6 not to.

7 MR. GROVER: No, I chose not to.

8 SPECIAL AGENT VAN BOCKER: Is there a
9 reason why you chose not to, or is that --

10 MR. GROVER: Well, I --

11 SPECIAL AGENT VAN BOCKER: Is that
12 personal, or --

13 MR. GROVER: Yeah. I mean, I don't -- is
14 this -- you know, do I need to get into it with this,
15 or --

16 SPECIAL AGENT VAN BOCKER: Well, is it
17 related to --

18 (Off the record)

19 SPECIAL AGENT VAN BOCKER: Let me put that
20 on.

21 MR. GROVER: Yeah. Well, I didn't apply
22 because these positions are, you know -- these are
23 positions that they're functioning in now. Okay.

24 SPECIAL AGENT VAN BOCKER: The current
25 employees.

1 MR. GROVER: Right. And that's my
2 personal feeling. I mean, you know, I had a different
3 position, and I didn't want to do anything to
4 compromise or bump them out of positions. I'll find
5 -- you know, if it comes to it, I'll find another job.
6 That's my personal attitude about it. Okay. If
7 nothing is made -- if the opportunity is not made
8 available for me in this organization, you know, I'll
9 go to another organization, or look around, or do --
10 pursue other things that I need to do for myself, you
11 know.

12 SPECIAL AGENT VAN BOCKER: Sure.

13 MR. GROVER: So it wasn't -- you know, I
14 -- that's just the way I feel. I didn't want to put
15 myself into a situation where it's already strained
16 for -- you know, you've got four slots going down to
17 two, you know. I'm going to aggravate the situation
18 and put myself in that position.

19 SPECIAL AGENT VAN BOCKER: Well --

20 MR. GROVER: And the plants -- these are
21 the guys that work hard and supported the plants. I
22 supported them too, but I've tried to put them in the
23 forefront, and they support -- you know, they're the
24 lead guys supporting the plant.

25 SPECIAL AGENT VAN BOCKER: Uh-huh.

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

1 MR. GROVER: And the plants respect that,
2 this, that and the other. I don't want to put myself
3 in -- I don't want to pit myself with one of the other
4 persons.

5 SPECIAL AGENT VAN BOCKER: Sure.

6 MR. GROVER: I mean, we work together. I
7 mean, that's the way I am.

8 SPECIAL AGENT VAN BOCKER: Okay. That's
9 no problem.

10 MR. GROVER: I'm just being honest with
11 you.

12 SPECIAL AGENT VAN BOCKER: Yeah. So as
13 far as Gary's allegation that McGrath put McArthur as
14 Manager immediately, he's claiming that this was a
15 cold calculated move to take you out of the picture as
16 far as any selection process. Is there anything to
17 that?

18 MR. GROVER: Well, I -- you know, McGrath
19 made the decision that's what he wanted to do, and
20 that's -- you know, that's what he did. You know, I
21 guess, you know -- and prior to this, me coming on
22 board, I mean, because of Gary's previous situation
23 and case, you know. Wilson was involved, and they
24 didn't -- you know, that didn't work out well or
25 whatever, but I -- you know, it may -- I -- you know,

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D C. 20005-3701

1 McGrath made the decision that's what he wanted to do,
2 that's what he wanted to do. I mean, you know, he did
3 it, so I -- you know, I -- you know, no one's come to
4 me and said well, you know, that -- you know, I'm
5 doing this because this, that and the other. There
6 was no discussion at all. He just did it.

7 SPECIAL AGENT VAN BOCKER: No discussion?

8 MR. GROVER: Well, I mean, he called me
9 five minutes before he made the change, and he had a
10 staff meeting, and he announced it.

11 SPECIAL AGENT VAN BOCKER: Uh-huh.

12 MR. GROVER: But he called me like five
13 minutes before the meeting and told me that's what he
14 was going to do, so -- I mean, I can't --

15 SPECIAL AGENT VAN BOCKER: Do you think
16 this was a way of controlling the selection board for
17 the hiring of the new people in new positions, as Gary
18 claims?

19 MR. GROVER: Well, it --

20 SPECIAL AGENT VAN BOCKER: Or is this just
21 a management decision?

22 MR. GROVER: Well, whoever the manager is
23 involved with the selection, obviously they're going
24 to have an influence in, you know, as far as who they
25 want to put in the position. You know, just like any

1 other organization, you change a manager. The manager
2 is going to -- he's going to set it up like he wants,
3 and then he's going to pick the people who he wants in
4 the position, so I mean, any time you put a different
5 person in the saddle that has the authority to do
6 that, or that comes under his organization --

7 SPECIAL AGENT VAN BOCKER: Yeah.

8 MR. GROVER: -- he's going to do it the
9 way he feels that he wants to do it, so I can't --

10 SPECIAL AGENT VAN BOCKER: Now were you
11 equal to -- yeah, you were equal to McArthur?

12 MR. GROVER: Right.

13 SPECIAL AGENT VAN BOCKER: And he just
14 took the two positions and combined to one?

15 MR. GROVER: Right. And made that
16 position a PG Senior position.

17 SPECIAL AGENT VAN BOCKER: That's PG11?

18 MR. GROVER: No, it's PG Senior.

19 SPECIAL AGENT VAN BOCKER: PG Senior.

20 MR. GROVER: We're both PG11s, and they
21 made the combined manager position PG Senior position.

22 SPECIAL AGENT VAN BOCKER: Oh.

23 MR. GROVER: Grade level.

24 SPECIAL AGENT VAN BOCKER: Why didn't they
25 advertise that position, or they don't need to, or --

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

1 MR. GROVER: Well, I -- again, it was Tom
2 McGrath's decision. Okay. I don't know. I -- you
3 know, I thought by procedure -- HR procedure, it
4 should have been advertised.

5 SPECIAL AGENT VAN BOCKER: Maybe that's
6 not required since it's a high PG level.

7 MR. GROVER: No. You know, you can talk
8 with HR and consult them with it, but I felt it was --
9 it should have been advertised. Now I did get feed
10 back, because I asked why -- you know, I asked HR, and
11 I guess the response was a decision was made that it
12 was a -- well, we didn't advertise because they
13 considered it a transfer of functions. But they were
14 going under -- but that was based on Wilson McArthur
15 when he had Technical Programs two years ago, when he
16 had Technical Programs. And it was true that
17 Chemistry was under him as a manager, Chemistry and
18 Environment was under him as a Manager, as well as
19 Radcon and those other areas, you know, that we
20 pointed out. But when we went through the last reorg
21 in July of '94, Technical Programs was done away --
22 you know, that organization was dissolved, and Wilson
23 had to interview for the -- what was left. The
24 organization that was left was Radcon Chemistry,
25 Environmental.

1 SPECIAL AGENT VAN BOCKER: Uh-huh.

2 MR. GROVER: Chemistry and Environmental
3 was packaged as a separate organization, and Radcon
4 was packaged as a separate organization. And Wilson
5 McArthur had to interview for the Radcon Manager
6 position.

7 SPECIAL AGENT VAN BOCKER: Uh-huh.

8 MR. GROVER: I interviewed for the
9 Chemistry and Environmental Protection position. He
10 could have interviewed for, you know, either one if he
11 wanted to, I mean, but his expertise is in Radcon.

12 SPECIAL AGENT VAN BOCKER: Uh-huh.

13 MR. GROVER: So it wasn't -- in my opinion
14 it wasn't a transfer of function because you had this
15 -- you're in this current organizational structure.
16 He didn't have Chemistry and Environmental Protection
17 under him. He only had Radcon.

18 SPECIAL AGENT VAN BOCKER: But didn't they
19 transfer the two under one?

20 MR. GROVER: They combined --

21 SPECIAL AGENT VAN BOCKER: They combined
22 them.

23 MR. GROVER: Yeah, so it wasn't a transfer
24 of function. If he -- it would have been a transfer
25 of function if we were in this organizational

1 structure, or a structure where Wilson was the
2 manager. See, if we already were combined, and had
3 Radon Chemistry and Environmental under one
4 organization and Wilson was the manager --

5 SPECIAL AGENT VAN BOCKER: Uh-huh.

6 MR. GROVER: -- and now we decided to --

7 SPECIAL AGENT VAN BOCKER: Break it apart.

8 MR. GROVER: Or reduce the number down, or
9 redefine that position, or bring somebody -- yeah,
10 break it apart.

11 SPECIAL AGENT VAN BOCKER: Uh-huh.

12 MR. GROVER: Say we decided to break --
13 say we decided to take Environmental out --

14 SPECIAL AGENT VAN BOCKER: Right.

15 MR. GROVER: -- and you're going to be
16 left with Chemistry and Radcon. Well then, it would
17 be a transfer of function, but he still has got those
18 functions under him. You see, he never had -- he
19 didn't -- at the time, the last two years, he didn't
20 have those functions under his organization, so I
21 don't see why it was a transfer of function.

22 SPECIAL AGENT VAN BOCKER: Uh-huh.

23 MR. GROVER: That's my opinion, but I
24 mean, the decision was made that that's the way it
25 went.

1 SPECIAL AGENT VAN BOCKER: Yeah.

2 MR. GROVER: So, you know, that's -- he
3 made the decision, and that's what he decided to do,
4 so, you know, that's where we are.

5 SPECIAL AGENT VAN BOCKER: Okay. Were you
6 aware of any conversations between Dave Boller and
7 Gary?

8 MR. GROVER: In reference to?

9 SPECIAL AGENT VAN BOCKER: In reference to
10 placing Sam, when he talks about -- because Sam was
11 not allowed to go to Sequoia by McGrath, that they
12 were keeping him here so they could retain him in a
13 position. Apparently, Gary said he met with David
14 Boller, and talked with him about this. That they
15 were campaigning for --

16 MR. GROVER: I thought it said something
17 here.

18 SPECIAL AGENT VAN BOCKER: That they were
19 campaigning for Sam Harvey.

20 MR. GROVER: Oh, that's David Goetcheus.
21 See, David Goetcheus. He's saying here, "I met with
22 Dave Boller in his office on that date, and Dave
23 Goetcheus stopped up to see him, and he" -- Dave
24 Goetcheus is in a different org -- he's got Steam
25 Generator. He's got a different group.

1 SPECIAL AGENT VAN BOCKER: He does?

2 MR. GROVER: Yeah.

3 SPECIAL AGENT VAN BOCKER: Okay.

4 MR. GROVER: But he's under McGrath, but
5 he's done -- interfaced a lot with Dave Goetcheus'
6 organization. He's got Steam Generator Group.

7 SPECIAL AGENT VAN BOCKER: Uh-huh.

8 MR. GROVER: And apparently, Dave must
9 have stopped -- Goetcheus must have stopped up there
10 and was, you know, putting in his bid for Sam --

11 SPECIAL AGENT VAN BOCKER: To keep him
12 where?

13 MR. GROVER: To keep him here.

14 SPECIAL AGENT VAN BOCKER: Okay.

15 MR. GROVER: Okay. I think, but what
16 you're referring to is here. I think that's the one
17 you're --

18 SPECIAL AGENT VAN BOCKER: Okay. Yeah.

19 MR. GROVER: Okay. What had happened,
20 Gary had called me after -- see, Dave had talked
21 with --

22 SPECIAL AGENT VAN BOCKER: Dave's at Watts
23 Bar.

24 MR. GROVER: Right. Dave Boller is at
25 Watts -- he's the Chemistry Manager of Watts Bar.

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

1 According to this, Sam called Boller up and told him
2 that, you know, he's going to be working with him a
3 lot closer in the future, and that --

4 SPECIAL AGENT VAN BOCKER: Why would that
5 be, because Sam worked at Sequoia, didn't he?

6 MR. GROVER: Right, but I mean, he's PWR,
7 so he was saying -- what he was inferring was that,
8 you know, he would probably be the PWR person down
9 here.

10 SPECIAL AGENT VAN BOCKER: I see.

11 MR. GROVER: And so I'll be working with
12 you. I'm just calling you up letting you know, I'm
13 going to be probably working with you a lot closer in
14 the future. You know, I'm going to be getting the --

15 SPECIAL AGENT VAN BOCKER: The BWR.

16 MR. GROVER: Yeah. And so, what had
17 happened was Gary had called me and asked me, because
18 Dave had called -- Dave Boller had called Gary up and
19 said well, what's going on? You all have made -- the
20 decision has made? I mean, I thought the position
21 hadn't been filled yet, or --

22 SPECIAL AGENT VAN BOCKER: Are you aware
23 of that conversation?

24 MR. GROVER: Well, what happened was Dave
25 Boller had called Gary and asked Gary about it. And

1 Gary called me, because Gary was up at -- I mean, he's
2 been out of the office a lot. He goes (inaudible),
3 you know, carrying out his duties.

4 SPECIAL AGENT VAN BOCKER: Uh-huh.

5 MR. GROVER: And he called me and asked me
6 were you aware that, you know -- is something going on
7 that I don't know about? Has a decision been made
8 who's going to fill the slots? Have the slots been
9 already filled, that sort of thing. I said, "No, I
10 don't know what's going on." He said, "Well, I got a
11 call from Dave Boller, and Dave was asking me well,
12 what's going on? I mean, it sounds like the position's
13 already been decided upon, or who's going to fill it.
14 The decision has already been made", you know, and
15 words to that effect. And I said, "Well, I -- you
16 know, as far as I know, nothing has been -- you know,
17 I haven't heard anything. No one has said anything to
18 me or anything, so I proceeded -- I think the next day
19 I called up Dave Boller and asked him what was -- you
20 know, what was he told by Sam. And then that's when
21 he proceeded to tell me that Sam had called him out of
22 the clear blue, and told him that, you know, that he's
23 going to be working with him pretty close, you know,
24 in the near -- you know, he's going to be working with

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

1 him a lot more in the future, and this, that and the
2 other.

3 SPECIAL AGENT VAN BOCKER: Uh-huh.

4 MR. GROVER: And he's just trying to get
5 a relationship with staff, or some words to that
6 effect. And then Dave started asking questions, and
7 he -- I guess, you know -- and you'd have to talk with
8 Dave Boller to get the exact words, but I -- you know,
9 my understanding of what Dave mentioned to me was
10 that, in effect he was, you know -- basically it
11 looked like he was in line to get that position, and
12 yeah, they have to go through the process, but it
13 looks like he's going to be the one that gets the
14 position. Now that's what was communicated to me.
15 Now he didn't -- I don't think he told Dave exactly I
16 got it now, but I mean --

17 SPECIAL AGENT VAN BOCKER: Uh-huh.

18 MR. GROVER: -- it's just a matter of we
19 going through the process, but it looks like I'm going
20 to get the position. And I said, "Well, Dave, I don't
21 -- I can't vouch for that. I don't know -- you know,
22 to my knowledge, nothing has transpired", this, that
23 and the other. Unless something has transpired
24 through Wilson McArthur, somebody has made the
25 decision to go ahead and just put someone in that

1 position without posting it. I wasn't aware of it,
2 you know. And then that's when, you know, Gary was
3 really incensed about it, and he -- you know, I mean,
4 he didn't know what was going on, and you know, he
5 just said that this, along with the other things he's
6 mentioning there, and he's -- you know, he expressed
7 his -- you know, he had some real problems with what
8 -- how things were going on, and why would Sam all of
9 a sudden out of the clear blue go up there and tell
10 the Chemistry Manager at Watts Bar that.

11 SPECIAL AGENT VAN BOCKER: Uh-huh.

12 MR. GROVER: Okay. Now he didn't have to
13 mention that at Sequoia, because he was already
14 supporting Sequoia, but that position is going to
15 support Sequoia and Watts Bar, so --

16 SPECIAL AGENT VAN BOCKER: Yeah.

17 MR. GROVER: -- you know, it's just so --

18 SPECIAL AGENT VAN BOCKER: Strange.

19 MR. GROVER: -- out of the ordinary. You
20 know, and I guess that's why Gary said well, man. It
21 looks like -- what's going on here? There must be
22 some stuff going on behind the scenes, this, that and
23 the other. Well, you know, if somebody calls up and
24 says that, you know -- and I believe Dave Boller was
25 telling the truth. I don't believe he would -- you

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

1 know, we have a good working relationship with all the
2 Chemistry Managers. I don't believe he would tell a
3 lie.

4 SPECIAL AGENT VAN BOCKER: There's no
5 reason for him.

6 MR. GROVER: There was no reason to lie.
7 He called and he was well, what's going on. He called
8 me -- I mean, when I called him he said, "What's going
9 on?" I told him I'll do some checking, but as far as
10 I know, they're going to -- and that's when I, you
11 know, checked with HR, and you know, then Easley said
12 no, it's my understanding they're going to continue
13 to, you know, going ahead with the posting, and this,
14 that and the other.

15 SPECIAL AGENT VAN BOCKER: Uh-huh.

16 MR. GROVER: I didn't get into a
17 discussion with Ben Easley about the discussion. I'm
18 not trying -- you know, there's enough stuff going on
19 now. I don't need to go and make other -- I'm not
20 trying to get in something, start accusations, this,
21 that and the other. And I told -- you know, I had a
22 long talk with Gary, and I told him calm down. You
23 know, look, let's just follow -- do what you're
24 supposed to do and follow the process. I don't know
25 why he said that, this, that and the other.

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

1 SPECIAL AGENT VAN BOCKER: Uh-huh.

2 MR. GROVER: But you follow the process,
3 you know, and do what you're supposed to do.

4 SPECIAL AGENT VAN BOCKER: Yeah. Gary is
5 sort of jumping the gun here maybe a little bit,
6 making this accusation when no decision has been made.

7 MR. GROVER: Well, I don't know whether
8 he's necessarily jumping the gun or not. I mean, but
9 why would --

10 SPECIAL AGENT VAN BOCKER: No adverse
11 action has been taken.

12 MR. GROVER: Well, no. But I mean when
13 people -- you know, that's the way things have
14 happened, you know, around and people -- you start --
15 people start saying this, people start saying that.
16 Or I got this position, I got that position, it kind
17 of makes you wonder.

18 SPECIAL AGENT VAN BOCKER: Oh, yeah. I'm
19 sure it does.

20 MR. GROVER: You know, when individuals go
21 around and say well, you know, I've been asked to fill
22 that position, or you know, and that's -- it hasn't
23 happened in this position. There's been other
24 positions.

25 SPECIAL AGENT VAN BOCKER: Uh-huh.

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

1 MR. GROVER: You know, I've been asked to
2 fill that position, this, that and the other. Well,
3 what are you supposed to -- it must -- you know, it
4 sounds like it's some -- a smoking gun as far as some
5 pre-selections. You know, I mean, why would somebody
6 just come out of the clear blue and say something like
7 that? I mean, I don't -- you know, I'm not saying
8 that, you know -- I don't think it's a situation where
9 Gary is trying to jump the gun. Gary is trying to say
10 well, wait. What's going on here?

11 SPECIAL AGENT VAN BOCKER: Uh-huh.

12 MR. GROVER: I mean, that's what his
13 concern is. I mean, that's what he's saying there.
14 That's my opinion. I mean, that's what he's come to
15 me with, "Ron, what's going on?" I said, "Well, Gary,
16 it's" -- you know, I've told him, you know, deal with
17 HR, follow the process, this, that and the other.
18 That's what -- you know, and that's, you know, what
19 he's done. He's put in -- he's told me he's going to
20 apply for the position, this, that and the other. But
21 I mean, you know, with his situation and so forth, and
22 what has happened, this, that and the other, he -- you
23 know, as an individual he may do this -- you know,
24 he's seeing enough evidence, and he's gone through

1 this before, before I was there. He's gone through
2 this before.

3 SPECIAL AGENT VAN BOCKER: Uh-huh.

4 MR. GROVER: So he's seen how things have
5 gone, and how things have transpired, and how these
6 things have developed.

7 SPECIAL AGENT VAN BOCKER: Yeah.

8 MR. GROVER: So I can't tell -- speak for
9 him and tell him, you know, this, that and the other.
10 I mean, he's, you know, he's seen things before. He
11 was a Chemistry Manager out at Sequoia. He was in my
12 position for an acting period of time, so I can't --
13 you know --

14 SPECIAL AGENT VAN BOCKER: Uh-huh.

15 MR. GROVER: You know, you have to respect
16 the way he feels, this, that and the other. I just
17 try to advise, you know, as a Manager, you know,
18 continue to follow the process, and this, that and the
19 other. You know, you follow the process and try to do
20 the right thing. That's basically what I impressed
21 upon him.

22 SPECIAL AGENT VAN BOCKER: Uh-huh.

23 MR. GROVER: Impress on all my people, do
24 the right thing. I never confronted Sam with that,

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

1 this, that and the other. I mean, you know, that's
2 something that has to be dealt with accordingly.

3 SPECIAL AGENT VAN BOCKER: Yeah. The way
4 it goes right now, can both Sam and Gary maintain a
5 job here, the way it's -- the way the new organization
6 is set up? They can only --

7 MR. GROVER: Not with the new structure,
8 because you only got --

9 SPECIAL AGENT VAN BOCKER: There's two
10 positions, right?

11 MR. GROVER: Yeah, there's two positions.

12 SPECIAL AGENT VAN BOCKER: A BPR and --

13 MR. GROVER: A BWR and PWR.

14 SPECIAL AGENT VAN BOCKER: Okay.

15 MR. GROVER: But the current
16 organizational structure that's on the table --

17 SPECIAL AGENT VAN BOCKER: Uh-huh.

18 MR. GROVER: -- neither one of them can --
19 you're going to have one or the other.

20 SPECIAL AGENT VAN BOCKER: Apparently --

21 MR. GROVER: Unless a decision is made to
22 keep three people. Now the --

23 SPECIAL AGENT VAN BOCKER: Sam has applied
24 for both positions. Gary has only applied for one.

25 MR. GROVER: Maybe -- yeah, I mean

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

1 that's --

2 SPECIAL AGENT VAN BOCKER: Then that could
3 happen, but then you have these other people

4 SPECIAL AGENT VAN BOCKER:

5 MR. GROVER: Well, that can I happen. I
6 mean, yeah, I mean, if they decide to --

7 SPECIAL AGENT VAN BOCKER: Sorrell and --

8 MR. GROVER: Well, Sorrell is no longer --
9 see, he --

10 SPECIAL AGENT VAN BOCKER: Oh.

11 MR. GROVER: See, his position was vacant
12 so they eliminated his position.

13 SPECIAL AGENT VAN BOCKER: Oh.

14 MR. GROVER: He left and took another
15 position. He's been gone for like a year.

16 SPECIAL AGENT VAN BOCKER: Okay.

17 MR. GROVER: So you've really got --
18 you've got four people left.

19 SPECIAL AGENT VAN BOCKER: Yeah.

20 MR. GROVER: Okay. Chandra, Sam Harvey,
21 Gary Fiser and Deidre Knight (phonetic). Deidre
22 Knight (inaudible) one of the Environmental spots.
23 She's only been here a little under a year. Okay.

24 SPECIAL AGENT VAN BOCKER: Uh-huh.

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

1 MR. GROVER: And so her -- I mean, she's
2 got Chemistry background, but she comes from Sequoia,
3 and she's been working in the Environmental area.
4 Okay. Coming up to speed, and learning, this, that
5 and the other.

6 SPECIAL AGENT VAN BOCKER: Uh-huh.

7 MR. GROVER: And working out very good,
8 but really -- it's really, you know, I think from a
9 practical standpoint, two positions for --- three
10 people biting in for two positions.

11 SPECIAL AGENT VAN BOCKER: Uh-huh.

12 MR. GROVER: That's in-house. Now the
13 other people outside of our organization could bid on
14 it as well, so you may have more candidates. You
15 know, I don't know. You could have eight, ten, twelve
16 candidates. I don't know, so you know -- but as far
17 as in-house is concerned, you've got three incumbents
18 bidding for two positions.

19 SPECIAL AGENT VAN BOCKER: Uh-huh.

20 MR. GROVER: Now the only other way that
21 could be worked out is the decision is made --
22 management makes the decision well, we're going to --
23 we reconsidered it, and we're going to keep, you
24 know, three slots. And those -- the incumbents happen
25 to be the best qualified candidates for those three

1 slots. You know, it could be that all three of them
2 could not get it. I mean, if somebody outside the
3 organization of TVA applied, and the selection board
4 selects them.

5 SPECIAL AGENT VAN BOCKER: Uh-huh. If you
6 would have applied, you would have had a good shot at
7 it. Is that correct? I mean --

8 MR. GROVER: Well, I mean, it depends.

9 SPECIAL AGENT VAN BOCKER: Okay.

10 MR. GROVER: I mean, you know, it's tough.
11 I mean, you know, I'm -- you know, I'm at a different
12 level now coming to their level, and now I'm competing
13 with them. I mean, you know, I'm viewed differently,
14 I mean, so it's --

15 SPECIAL AGENT VAN BOCKER: Yeah.

16 MR. GROVER: It's a tough situation.

17 SPECIAL AGENT VAN BOCKER: Okay. All
18 right. Well, I think we've covered most of this. Is
19 there anything you can add to it, that you want to --
20 that I brought up that you might want to redirect, or
21 recover, or add to? Something that --

22 MR. GROVER: I just think, you know, the
23 only thing I think, as far as performance is
24 concerned, I mean, Gary has been a good performer,
25 ever since he's come back from the settlement.

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

1 SPECIAL AGENT VAN BOCKER: Uh-huh.

2 MR. GROVER: People, I think certain
3 individuals had a lot of premonitions that he was
4 going to come back with a chip on his shoulder, this,
5 that and the other, and he did not do that.

6 SPECIAL AGENT VAN BOCKER: Uh-huh.

7 MR. GROVER: He come back. He -- we sat
8 down. We talked. WE kind of worked out what he was
9 going to do, you know. I mean, that time we were
10 trying to get Watts Bar started up, and there -- you
11 know, and at the time I came -- I mean, Chemistry
12 didn't -- wasn't -- Chemistry didn't have a good track
13 record across TVA. Okay. And for a variety of
14 reasons, but I came, Gary came, and we had Chandra --

15 (End of Side B)

16 SPECIAL AGENT VAN BOCKER: Okay.

17 MR. GROVER: He came back in the
18 organization with no ill feelings that he expressed
19 outwardly of malice or anything. He came back ready
20 to work, to jump in and join the team. We were able
21 to develop a team. I think (inaudible), that sort of
22 thing. And his performance has been very good, and he
23 was a key player in helping to get the Watts Bar
24 program turned around and ready for start up, this,

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

1 that and the other. And I encourage you to talk with
2 Jack Cox, and Dave Boller, and all the guys.

3 SPECIAL AGENT VAN BOCKER: Uh-huh.

4 MR. GROVER: You know, just talk with
5 (inaudible), and they've always expressed their high
6 regard (inaudible) repeatedly asked me to pass on up
7 to Tom McGrath what a good job Gary has done, so Gary
8 is very dedicated, very hard worker, very good worker
9 at the sites. He's been there (inaudible) so he knows
10 what's -- he's been, I think, very helpful to Dave
11 Boller. But you know, when he came here, I mean --
12 and you can look at the RSP reports and other
13 reports, I mean, we had some problems. And Gary
14 jumped in and there was nothing. He's done a lot.
15 He's helped us a lot at Sequoia, some of the programs
16 we have run there. He's worked down at Brown's Ferry,
17 so performance-wise, Gary's -- you know, you couldn't
18 ask for a better performance.

19 SPECIAL AGENT VAN BOCKER: Uh-huh.

20 MR. GROVER: Now, you know, he -- and we
21 all have our shortcomings. He's not an expert in
22 everything, you know, in all areas in the field, but
23 he is good. He is very good at what he does, and
24 where his strengths are.

25 SPECIAL AGENT VAN BOCKER: Uh-huh.

1 MR. GROVER: And a good attitude, gets
2 along well with all the people, this, that and the
3 other, so there hasn't been any animosity between him
4 and Sam or anything like that. They work well.
5 They've been together in the past, this, that and the
6 other, so I just don't it to be like well, he's just
7 a vendetta. He's been carrying this axe to grind, now
8 he can grind it. He had not -- you know, he had not
9 displayed that. You can talk with the other people
10 he's worked with, his peers, and he has not done that.
11 And we've tried, and we've always stressed, you know,
12 let's get out, and do our job, and be good at what we
13 do, and support the plants as they need it. We are
14 performance oriented, and all the other stuff that
15 goes on, we try to tell them don't worry about that.
16 Let's just do our job, and let the chips fall where
17 they may. We're going to go through (inaudible) our
18 job. All I ask is -- you know, I will ask our
19 management, I would ask other people just use a fair
20 process. HR has a process. Let's just use the
21 process.

22 SPECIAL AGENT VAN BOCKER: You think
23 they've gone through a fair process in doing all this?

24 MR. GROVER: Well, I mean, some things I
25 think were done okay, and some things I would have

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS
1323 RHODE ISLAND AVE., N.W.
WASHINGTON, D.C. 20005-3701

1 done different. If you asked my opinion, I would have
2 preferred that they been done different. That wasn't
3 my call. The call was made to do it that way, and you
4 know, as a manager, I have to support that, this, that
5 and the other. Whether I, you know, disagree or
6 whatever, that that was the decision that was made.
7 I would have liked to have seen some things done
8 differently. I think that it was a tough thing how
9 these Pds were put together and posted, based on what
10 we were and what we were trying to transition to.

11 SPECIAL AGENT VAN BOCKER: Uh-huh.

12 MR. GROVER: But I would have personally
13 done some things differently.

14 SPECIAL AGENT VAN BOCKER: Yeah.

15 MR. GROVER: But, you know, Gary has made
16 -- you know, he has his feelings on this thing, how
17 things transpired. Certain people said certain
18 things, this, that and the other, and he's got to, you
19 know -- he has to respect that, take notice of it, and
20 this, that and the other.

21 SPECIAL AGENT VAN BOCKER: Uh-huh.

22 MR. GROVER: But, you know, it certainly
23 would -- you know, should be a (inaudible). If people
24 say certain things, I mean there's got to be a reason

1 why they said. I mean, you just don't say things just
2 out of the clear blue. I mean, it makes you wonder.

3 SPECIAL AGENT VAN BOCKER: Yeah.

4 MR. GROVER: I mean, you know, just like
5 in your capacity, in your organization, if somebody
6 started talking about well, I'm going to be your boss,
7 this, that and the other. I'm going to be doing this,
8 and you're out there saying hey -- you're going to
9 start thinking, well, you know -- and here you go
10 (inaudible) and it's going --
11
12
13
14
15
16
17