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Office of the Inspector General
RECORD OF INTERVIEW

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OFFICE OF THE SECRETARY
RULEMAKINGS AND
ADJUDICATIONS STAFF

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McArthur was contacted at his office and advised of the identities of the interviewing agents. He was interviewed concerning his knowledge of an allegation that William Jocher, former Corporate Chemistry Manager, was forced to resign from TVA for identifying safety-related issues in TVA's nuclear chemistry program. McArthur provided the following information.

1. McArthur stated that Jocher originally came to TVA in November 1990 to fill the position of Corporate Manager of Chemistry. In this position, Jocher's main job duty was to provide oversight technical support to TVA's nuclear plants. Specifically, Jocher served three functions: 1) evaluate each site and identify problem areas, 2) provide technical support, and 3) put together chemistry manuals and policies.
2. McArthur does not believe that Jocher identified "safety concerns" during his tenure at TVA, but rather that Jocher found new "technical issues." In addition, McArthur stated that it was Jocher's "responsibility" to ensure that programs at the plant were running properly. McArthur commented that he had requested that Jocher develop a Chemistry Improvement Program (CIP). As a part of the CIP, Jocher was specifically asked to look at the history of TVA's nuclear program and see what problems had been identified in the past. According to McArthur, it "took a lot of effort to get him (Jocher) to do this (complete the CIP)." With the exception of a new finding regarding the importance of primary calibration, the areas that Jocher identified regarding issues such as deficient training and instrument problems had previously been reported to management by other groups or individuals.
3. In March 1992, Rob Beecken, Plant Manager, Sequoyah Nuclear Plant (SQN) requested that Jocher be moved to SQN for a one-year assignment as the Site Chemistry Manager in order to rectify the problems he (Jocher) had identified. Gary Fiser, Outage Manager, SQN, became the Acting Corporate

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INVESTIGATION ON: July 26, 1993 AT: Chattanooga, Tennessee

BY: SAs Beth B. Thomas and Andrew R. Derryberry:BBT:JMF FILE: 2D-133-9

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SECY-02

CLEAR REGULATORY COMMISSION

Docket No. SO-390 Official Exh. No. STAT84

In the matter of TVA

Staff ✓ IDENTIFIED ✓

Applicant _____ RECEIVED ✓

Intervenor _____ REJECTED _____

Other _____ WITHDRAWN _____

DATE 5/2/02 Witness _____

Clerk BHM

FILED IN DOCKET SO-390 AT THE CLEAR REGULATORY COMMISSION

Chemistry Manager in Jocher's absence. However, Fiser was removed from this position after approximately three months because of a lack of technical knowledge. Following Fiser's removal, Sam Harvey, Program Manager, Chattanooga, became the Acting Corporate Chemistry Manager.

4. McArthur acknowledged that Jocher and Rob Ritchie, Program Manager, SQN, traveled at his (McArthur's) request to the Institute of Nuclear Power Operations (INPO) (exact date unknown). McArthur stated that he had sent Jocher to INPO to clarify information that INPO had discovered in a prior evaluation. McArthur believes that Jocher told INPO about additional issues when INPO asked if there were any other problem areas.

JOCHER'S MANAGEMENT STYLE

1. As the Corporate Manager of Chemistry, Jocher directly supervised three program managers: Harvey, E.S. "Chandra" Chandrasekaran, and Don Adams. In addition, Jocher had originally been responsible for the Environmental Group. However, McArthur reorganized the reporting structure after Betsy Eiford-Lee, Program Manager, Environmental Protection, reported to him that members of the group were saying they "could not work for him (Jocher)." McArthur stated that he had been considering reorganizing the Environmental Group even before his meeting with Eiford-Lee.
2. Jocher immediately had some problems after he arrived at TVA with John Sabados, Site Chemistry Manager, Browns Ferry Nuclear Plant (BFN). Sabados felt that Jocher treated him as a subordinate even though Sabados did not report to Jocher. According to McArthur, Sabados considered Jocher "his enemy."
3. McArthur indicated that Jocher also alienated Fiser because Jocher found an abundance of problems in the SQN chemistry program. In addition, Beecken felt that Jocher was good at identifying problems at SQN, but could not help him come up with solutions.
4. According to McArthur, John Scalice, Plant Manager, BFN, was also upset with Jocher because he (Jocher) had allegedly told a candidate, who was not selected for a position, that he would help the candidate file a grievance. McArthur believes that Jocher was upset because Sabados sat on the selection committee.

McArthur's Response to Jocher's Allegations

1. McArthur stated that he does not believe that Oliver D. Kingsley, President, Generating Group, submitted an "inadequate" report to former Board Member, John Waters. According to McArthur, Waters was not looking for a lot of details, but rather for an "industry viewpoint." McArthur believes that Jocher wanted the response to be more detailed.

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2. McArthur could not recall Jocher questioning him regarding the claim that two auditors from NUS, an outside company brought in to audit the SQN chemistry program, told him (Jocher) that Beecken wanted him offsite. McArthur had no knowledge of Beecken wanting Jocher to leave SQN.
3. McArthur stated that he did not know the details of Jocher's allegation that TVA falsified a report to the Nuclear Regulatory Commission by stating that all of the SQN employees had seen a training film. McArthur stated that Licensing would have been responsible for sending an accurate report.
4. McArthur denied that he has told anyone associated with other utilities that Jocher was "let go" or terminated.

Jocher's Resignation from TVA

1. On March 10, 1993, Jocher returned to his position as Corporate Chemistry Manager in Chattanooga. Soon after Jocher's return, McArthur met with Dan Keuter, Vice President, Nuclear Operations Services, and Joe Bynum, Vice President, Nuclear Operations. Keuter made the decision (with Bynum's consent) to "let him (Jocher) go for six months" in order to see if Jocher's management style improved. McArthur told Jocher that they would be evaluating his performance for the next six months. Approximately one month later, Keuter and Bynum told McArthur that they wanted him to ask Jocher to resign. McArthur stated that he does not know why Bynum and Keuter changed their minds about giving Jocher a six-month trial period. Furthermore, McArthur cannot recall any event which would have prompted the dismissal.
2. McArthur stated that Jocher has gotten the mistaken impression that Kingsley was "after him." McArthur stated that he did not tell Jocher that Kingsley said he (Jocher) was not part of the team, nor has McArthur and Kingsley ever discussed Jocher. To McArthur's knowledge, Jocher's identification of technical issues never embarrassed Kingsley. The only time McArthur believes that Jocher embarrassed Kingsley was when the Board of Directors visited SQN (date unknown) and Jocher made the comment to them that if "he (Jocher) was a consultant, he would be getting paid three or four times the amount he was paid now." Keuter told McArthur that Kingsley was "very upset" about Jocher's statement. Jocher heard that Kingsley was upset and always felt Kingsley held this against him; however, McArthur stated that he never saw Kingsley act any differently toward Jocher.
3. McArthur stated that Jocher's performance appraisals were always good. McArthur felt that Jocher was good at his job technically, but "ran into problems in dealing with guys above his level." Jocher acted "arrogant" and "made decisions too rapidly." McArthur stated that he counseled Jocher on several occasions concerning his inability to get along with other employees. McArthur agreed to go through his personal notebooks and provide the Office of the Inspector General with a copy of his notes concerning the counseling sessions.

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4. According to McArthur, Keuter also told Jocher on several occasions that he (Jocher) was having performance problems. Specifically, McArthur recalls Keuter telling Jocher in meetings that "You don't have a perfect record here" and "You have your own problems."
5. McArthur and Ben Easley met with Jocher and gave him the option of resigning or being terminated. Bynum wanted the resignation to be effective in 30 days, but Jocher demanded six months because that was the time that an employee in the Employee Transition Program had to find another position. McArthur negotiated Jocher's demand to Bynum and a compromise was reached that the resignation would be effective in 90 days. The negotiation concerning the effective date took approximately two days; therefore, McArthur disagrees with Jocher's claim that he was not given time to make an informed decision.

Miscellaneous

1. According to McArthur, Gordon Rich became the Corporate Chemistry Manager approximately two months after Jocher's resignation. Rich had originally been interviewed for the SQN Chemistry Manager position. However, Keuter knew Rich and when he (Keuter) found out that Rich would actually be offered a position that was a "level down" from Rich's qualifications, Keuter offered Rich the Corporate Chemistry Manager position.
2. McArthur stated that recently Harvey relayed a message from Jocher in which Jocher indicated that if McArthur would help him find a job, Jocher would drop the Department of Labor complaint. McArthur, on the advice of Mark O. Medford, Vice President, Nuclear Assurance, contacted Jocher by telephone on the evening of July 25, 1993, and Jocher told him personally of his willingness to drop the complaint if McArthur cooperated with the job search. In addition, Jocher stated that he had taped information of people critical of his (Jocher's) position at TVA to support his claim of damage to his reputation. McArthur did not ask Jocher to elaborate on this statement.
3. McArthur commented that around the time Jocher resigned, he (Jocher) told McArthur that if he (Jocher) didn't find a job soon, he would be forced to file a suit.
4. McArthur is aware that Jocher received the Nuclear Excellence Award in March 1993. However, he stated that he has no specific knowledge of who recommended him for the position. McArthur confirmed that he could possibly have recommended Jocher for the award.
5. McArthur stated that he and Jocher had a "good working relationship."

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