

October 15, 2004

Mr. Bryce L. Shriver  
Senior Vice President and  
Chief Nuclear Officer  
PPL Susquehanna, LLC  
769 Salem Blvd., NUCSB3  
Berwick, PA 18603-0467

RI-2003-A-0063

Dear Mr. Shriver:

On May 1, 2003, the Region I Field Office of the NRC Office of Investigations (OI) initiated an investigation (Case 1-2003-030) to determine if a PPL employee was discriminated against for engaging in protected activity. The employee felt he/she received negative performance appraisals, insufficient pay raises/bonuses, and was denied training and employment opportunities for raising concerns through the Susquehanna corrective action program. The OI investigation identified that PPL had established expectations for employee use of the corrective action process and that the employee was not meeting those expectations. The employee's decrease in identifying problems was assessed by PPL management as a down trend in work performance.

For the noted employment opportunities, OI found that every applicant, including the employee referenced above, was provided with information to help prepare for the interviews and that the same questions were used for each candidate. OI found that the employee was not selected for the positions because the combination of the interview score, present/prior job performance, and work experience, did not establish the employee as the best candidate.

OI confirmed that on August 12, 2002, the employee received an acceptable performance appraisal for the 2001 work year. The bonus received at the time was comparable to those received by others, and all received bonuses at the same time. In 2002, PPL raised performance expectations with every PPL employee being held to a higher standard. For 2002, the employee received a "below expectation" appraisal, in part, as a result of the implementation of the new performance directive.

Based upon the evidence developed during this investigation, OI did not substantiate that the employee was discriminated against for having engaged in protected activities.

Please note that final NRC investigatory documents, such as the OI report discussed above, may be made available to the public under the Freedom of Information Act (FOIA) subject to redaction of information appropriate under the FOIA. Requests under the FOIA should be made in accordance with 10 CFR 9.23, Requests for Records, a copy of which is enclosed for your information.

**CERTIFIED MAIL**  
**RETURN RECEIPT REQUESTED**

Also, in accordance with 10 CFR 2.390 of the NRC's "Rules of Practice," a copy of this letter, its enclosure, and your response, if any, will be available electronically for public inspection in the NRC Public Document Room or from the Publicly Available Records (PARS) component of NRC's document system (ADAMS). ADAMS is accessible from the NRC Web site at <http://www.nrc.gov/reading-rm/adams.html> (the Public Electronic Reading Room).

Should you have any questions regarding this letter, please feel free to contact Dr. Mohamed Shanbaky of my staff at (610) 337-5209.

Sincerely,

/RA/

A. Randolph Blough, Director  
Division of Reactor Projects

Enclosure:  
10 CFR 9.23, Requests for Records

Distribution:

F. J. Congel, OE

D. Vito, SAC

ADAMS (Docket Nos. 50-387 and 50-388)

D. Screnci, PAO

Region I Docket Room (w/concurrences)

DOCUMENT NAME: g:\alleg\licensee\20030063lic.wpd

To receive a copy of this document, indicate in the box: "C" = Copy without attachment/enclosure "E" = Copy with attachment/enclosure "N" = No copy

OFFICE	ORA:SAC		DRP:RPB4		RI:RC		RI:OI		DRP:DD
NAME	DVito/slj/lmh		MShanbaky		KFarrar		EWilson		ABlough
DATE	10/ 7/2004		10/1 2/2004		10/12/2004		10/12/2004		10/15/2004

**OFFICIAL RECORD COPY**