

# EXHIBIT 32

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Act, exemptions 2C  
FOIA- 2004-321  
Case No. 3-2001-055

G-19

Exhibit 32

OSCAR B. SHIRANI

[Redacted]

TC

Home Phone: [Redacted]  
Work Phone: (312) 394-3081  
Cell Phone: [Redacted]  
E-Mail: [Redacted]

TC

November 26, 2001

[Redacted]

Sargent & Lundy, LLC  
55 East Monroe Street  
Chicago, IL 60603-5780

TC

Dear [Redacted]

I would like to express my gratitude for the opportunity on November 8, 2001 to discuss a position in your quality assurance program at your office. Your verbal offer of salary range between [Redacted] would be negotiable as well as other benefits that you described. I am anxious to hear from you regarding a written offer confirming the above verbal agreement and the starting date.

My successful record includes the development and enhancement of quality assurance program and implementing procedures for various nuclear companies. I am confident that I would be an essential asset to your quality assurance program.

I look forward to hearing from you.

Sincerely,

Oscar B. Shirani

66-11110

# Sargent & Lundy LLC

PETER J. MEEHAN  
Manager, Human Resources  
312-269-3373

November 28, 2001

Mr. Oscar B. Shirani



nc

Dear Mr. Shirani:

Your letter to [redacted] dated November 26, 2001 has been referred to me as all hiring decisions are made through the Human Resources Division.

First of all, I want to thank you for your interest in Sargent & Lundy<sup>LLC</sup>. We regret if there has been any misunderstanding, but no offer of employment was made to you because we currently do not have any openings in the Quality Assurance Division. We will, however, hold on to your resume for three months and if a suitable opening occurs we will consider you for that opening.

Once again, thank you for your interest in Sargent & Lundy<sup>LLC</sup> and we wish you success in your search for a new position.

Sincerely yours,

P. J. Meehan  
Manager  
Human Resources

PJM:vad  
Enclosure  
PJM13.doc

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Sargent & Lundy LLC

Peter J. Meehan  
Manager - Human Resources  
Phone 312-269-3573  
Fax 312-269-1920  
Email: peter.j.meehan@sargentlundy.com

November 27, 2001



Dear Mr. Clark:

We have enjoyed the opportunity of talking with you about employment with Sargent & Lundy. We hope the recent visit to our offices gave you a favorable insight into the operations of our organization.

This letter is confirmation of your acceptance of our offer of employment for the position of Associate in the Quality Assurance Division with an initial base salary of [redacted] per month. As agreed, you will start work with us on Monday, December 17, 2001.

You will be eligible for [redacted] after completing six months service in the year 2002. Your vacation schedule will then follow the standard eligibility schedule per the Sargent & Lundy vacation policy.

Also enclosed is a copy of our "Employment Agreement Regarding Inventions and Patents" for your signature. Please review, sign and present this form to the Human Resources Division representative on your start date. This document needs to be executed on your first day of employment.

In accordance with the Immigration Reform and Control Act of 1986, we are required to establish and document the identity and employment authorization of each individual hired by our firm. As such, you will need to bring on your first day of employment the appropriate documents described in the enclosed "List of Acceptable Documents" for completing the US employability I-9 Immigration Form.

The general overview of employee benefits is included for your review and it does include the 2001 rates for the employee portion of the health care costs.

We are looking forward to working with you and sharing our growth with you. We are also confident you will find your work at Sargent & Lundy challenging and rewarding. If you have any questions or wish to discuss our offer further, please contact me at 312-269-3573 at any time.

Yours very truly

Peter J. Meehan  
Manager  
Human Resources

PJM:GGQ:vad  
Enclosures  
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OSCAR B. SHIRANI

[Redacted]

Phone: [Redacted]  
Cell Phone: [Redacted]

7C

7C

January 14, 2002

Mr. Paul Watelet  
Senior Partner  
Sargent & Lundy, LLC  
55 East Monroe Street  
Chicago, IL 60603-5780

Dear Mr. Watelet:

7C

I would like to make an appointment with you to discuss my issues with [Redacted] regarding a position in your quality assurance department.

[Redacted] was previously on numerous occasions welcomed me to join Sargent & Lundy if I decide to leave ComEd. His statements were as follows:

"If you are not happy at ComEd, you are more than welcome to join us and we would accept you with an open arm"

"Even if I don't have an opening in QA Department, I would not let an asset like you to slip off my hands."

In early October 2001, I stopped and talked to [Redacted] and told him that I am working on developing a tutorial design audit course for ASME-PVP 2003 conference and this is the course that I have taught other utilities, designers, and fabricators and Exelon engineers. I mentioned that it would be a mutual interest for both S&L and I to do that project under S&L's name once I join S&L. He was happy to hear that and indicated that he would be happy to work with me.

7C

In 1998 and 1999, [Redacted] told me that my audit findings to S&L have made an enormous improvement in S&L's Quality Assurance Program. He stated "you are responsible for more that 50% of the changes in the S&L' QA Topical Reports and associated procedures". He always admired me for my reputation in the NUPIC and as a professional lead auditor.

[Redacted] was vcrly pleased with my statements in the NUPIC Audit Report of S&L in 1998 and 1999 that I mentioned that S&L's QA Program has enormously improved.

7C

Even, Mr. Larry Jacques requested that I send him a letter about the kind words that I used for S&L's QA Program improvements at my exit meetings in 1999 NUPIC Audit of S&L. Mr. Jacques indicated that those kind words would help S&L's image with their utility clients and

requested that I send the letter to him even before my audit report was due. I obliged and sent him the letter.

I have always been a good ally with S&L. From Engineering aspects, I worked closely with your managers and staff on numerous projects and all the way through my audits of S&L which I cited S&L's QA Program in numerous occasions and finally leading to statements after 2-4 years that your QA Program has made enormous improvements.

I don't think that [redacted] behavior towards me after I got laid off from Exelon Corporation has been consistent and fair compared to the time that I was employed by Exelon.

[redacted] made an appointment to take me for lunch to Italian Village at 11:45 AM on November 1, 2001 to discuss the employment. We agreed that if something occurred and we could not make it, we would make Friday, November 2, 2001 as an alternate date. I called and left him two voice messages in November 1, 2001 to postpone the lunch appointment to November 2, 2001.

7C

On November 6, 2001 [redacted] called me back with apologies and made the lunch date for November 8, 2001 at the same place and time.

I showed up at the Italian Village and [redacted] did not show up. He stood me up there and did not show up. I called and paged him and Mr. Pat Sheppard answered the page. Pat asked for my cell phone number and indicated that [redacted] would call you back in a few minutes. [redacted] never returned my calls. I came to Sargent & Lundy and sat around his area for almost 1 1/2 hour and he finally showed up. He was very nervous and at the same time apologetic. He took me to another room and we talked more than an hour.

7C

He verbally offered me a quality assurance audit position with salary range between [redacted] as well as other benefits such as [redacted]. I told him that he had mentioned that he would match my salary and very pleased to work with me. I also indicated that his offer is a lot less than what I was making at Exelon. He stated "I have to be very brutal honest with you and agree that you worth more than that, but S&L could not afford to pay like Exelon". He stated that you would have opportunity to work overtime and make up the difference. I asked him if there is a manager position that he could hire me for. He got a little uneasy and said "I have a manager who is Ed Martin and do you have a problem working with Ed?" I replied that Ed and I were very good friends and there is only a mutual respect between us and would be very glad to work for Ed.

I asked [redacted] to see if he has some flexibility in the salary range and he said "let me see my 2002 budget, but doubt if I could pay more than [redacted]". He said that he would call me in thanksgiving Holidays to let me know, but he assured me that the offer would not be more than [redacted] max.

7C

I did not hear from [redacted] and sent him a letter on November 26, 2001 and indicated my acceptance of the verbal offer and asked for the starting date. A few days later, S&L's Human Resources sent me a letter and indicated that S&L does not have an opening for you.

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I left a message with [redacted] and talked to Mr. Larry Jacques, but have not heard anything. S&L is very aware of my credentials in engineering, quality assurance, procurement management, and project management skills. I have demonstrated the above skills and willing to provide any references within S&L's staff or outside organizations such Stone & Webster, Westinghouse, General Electric, etc. 7C

My successful record includes the development and enhancement of quality assurance program and implementing procedures for various nuclear companies. I am confident that I would be an essential asset to your organization.

I look forward to hearing from you for a constructive dialogue and put this issue behind us.

Sincerely,



Oscar B. Shirani, PE

I realize that S&L is working for Exelon Corporation, but Exelon could not manipulate and punish any contractors and subcontractors to hire me. All I am asking is for a fair evaluation of my credentials for possible employment with S&L without having fear of retaliation from anyone. I am a constructive engineer who respects public safety and would not compromise quality and safety to benefit my company. I work under the USNRC's rules and regulations and know my job very well and very competent in my field.

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OSCAR SMIRANI

12-14-2001

8:15 AM

requested that I make an appointment to join him  
in a meeting with PLW to discuss [REDACTED] 7C

I asked what about - I'm not going to arrange  
a meeting without ~~know~~ know details,  
would rather discuss of meeting

I need to know more

[REDACTED] always said the OS would  
have a position at SFC, we would  
accept him with open arms. Even  
if no position was available we would  
accept him.

- He is preparing ASME material of [REDACTED] 7C  
said they would work on it together EXHIBIT 32  
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- Oct. 31 lunch appointment, [REDACTED] did not show up  
up or respond for calls. Rescheduled for  
2-2001-DEF



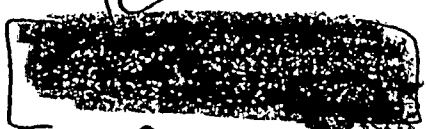
Nov 3 @ 11:45, Italian Village, [redacted] did not show up. Contacted by cell phone - [redacted] were with client. Be there in 10 minutes. Never showed up. While OS standing outside of Italian Village, his boss walked by and "smirked" at him. [OS believes that [redacted] was in touch with ComEd and his boss showed up because of proximity by etc.]

OS then visited site office after being "stood up" by [redacted]. Disassembled [redacted] [redacted] [redacted] [redacted] would formalize offer by [redacted] the Thanksgiving Holiday.

Received letter from HR advising no positions available.

 AL does not return phone calls.

OS has been a good friend of StC. His StC in highest regard during those audits. Social networking but good things about StC.

 has ruined his career. Transferred him out of Hudson to financial because he was causing problems for vendors. He believes they think that he was being untruthful to the HRC.

He made a verbal threat that he wanted to remain a good friend of StC. HRC regularly don't permit ~~into~~ prejudice because of quality ~~work~~ been raised by the HRC.

We are not in discussion with Contel.  
There is no way that we prompted his  
boss to visit the Italian Village.

I will have  call you

TC