

# EXHIBIT 15

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B/12

1                   UNITED STATED OF AMERICA  
2                   NUCLEAR REGULATORY COMMISSION

3                   + + + + +

4                   OFFICE OF INVESTIGATIONS  
5                   INTERVIEW

6                   -----x

7   IN THE MATTER OF:       :

8   INTERVIEW OF           : Docket No.

9   [REDACTED]           : 1-2003-010

10   (CLOSED)           :       :

11   -----x

12   Tuesday, April 29, 2003

13

14                   TB2 Training Building

15                   Conference Room

16                   Salem/Hope Creek Generating

17                   Stations

18                   Artificial Island, New Jersey

19

20                   The above-entitled interview was conducted

21                   at 9:40 a.m.

22                   BEFORE:

23                   Special Agent Kristin Monroe

24

25

NC portions

EXHIBIT

15

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1      APPEARANCES:

2      On behalf of the Witness:

3      JEFFRIE KEENAN, ESQ.

4      Assistant General Solicitor

5      PSEG Corporation Nuclear-N21

6      Post Office Box 236

7      Hancocks Bridge, New Jersey 08038

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10     *JK  
5/14/03*

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1 P-R-O-C-E-D-I-N-G-S

2 (9:40 a.m.)

3 SPECIAL AGENT MONROE: Today is April  
4 29th, 2003, and the time is now 9:40 a.m. The  
5 interview this morning is with [REDACTED] who is  
6 employed PSEG Corporation at the Salem Generating  
7 Station; is that correct? You are employed at Salem  
8 [REDACTED] Salem and Hope Creek.

9 SPECIAL AGENT MONROE: And the location of  
10 this interview is actually at Artificial Island, and  
11 we are in a conference room of the TB2 Training  
12 Building. My name is Kristin Monroe, and I am a  
13 Special Agent with the NRC Office of Investigations in  
14 King of Prussia, Pennsylvania.

15 Also present for the interview is Jeffrie  
16 Keenan, who is the Assistant General Solicitor for  
17 PSEG Corporation.

18 The purpose of the interview concerns an  
19 allegation that [REDACTED] a senior engineer at  
20 the Hope Creek Generating Station, was discriminated  
21 against for raising a safety concern on [REDACTED]  
22 via PSEG's corrective action program.

23 And the issue that [REDACTED] raised was  
24 concerning procedural non-compliance with the  
25 transient assessment response plan, and here from this

1 out on I will just refer to as the TARP.

2 As a result of raising the concern, [REDACTED]  
3 believes that [REDACTED] was relieved of duty and removed from  
4 plant access from [REDACTED] to August 19th, 2002. In  
5 addition, [REDACTED] alleges that [REDACTED] received threats of  
6 a poor performance appraisal and termination on August  
7 19th, 2002.

8 Now, [REDACTED] before I went on the record, I  
9 had indicated that [REDACTED] is not making any assertions  
10 against you. It involves [REDACTED] immediate supervisor,  
11 [REDACTED] So you are just a factual witness in  
12 this matter.

13 The potential violations include 10 CFR  
14 50.5, which is entitled, "Deliberate Misconduct." And  
15 10 CFR 50.7, which is entitled, "Employed Protection."

16 And as I explained prior to going on the  
17 record, I explained that the interview would be  
18 conducted under oath. Do you have any objection to be  
19 under oath?

20 [REDACTED] No, I don't.

21 (Whereupon, [REDACTED] the  
22 Interviewee, was worn.)

23 SPECIAL AGENT MONROE: And before we went  
24 on the record, I showed you my identification?

25 MR. DELLA CIOSCANA: Yes, you did. *AC portions*

1 SPECIAL AGENT MONROE: Okay. And [redacted] how  
2 did you happen to choose Jeff this morning for this  
3 interview?

4 [REDACTED] Just volunteered. I asked  
5 Jeff to sit down with me.

8 Yes.

11 MR. KEENAN: Yes. My name is Jeff Keenan,  
12 and I am counsel for PSEG Services, and I am here  
13 today representing PSEG Nuclear and [REDACTED] in a  
14 dual capacity. I have reviewed this matter through an  
15 ECP investigation, and I am not aware of any conflict  
16 that is present at this time.

17                   However, in the event that a conflict does  
18                   arise in the interview process, we will take a break  
19                   and figure out how to best handle that. We appreciate  
20                   participating in this. We would like the ability to  
21                   review the transcript at some point at a time suitable  
22                   from the NRC investigator.

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1 [REDACTED] Yes.

2 SPECIAL AGENT MONROE: Will the presence  
3 of Jeff hinder your testimony in any way today?

4 [REDACTED] No.

5 SPECIAL AGENT MONROE: And you do  
6 understand that if you refuse to do so that you can  
7 meet with me privately and at your convenience?

8 [REDACTED] I understand.

9 SPECIAL AGENT MONROE: Okay. With that,  
10 we will move on. All right. [REDACTED] could you please  
11 state your full name and spell your last name?

12 [REDACTED] My full name is [REDACTED]

14 SPECIAL AGENT MONROE: Could you spell  
15 your middle name, please?

16 [REDACTED]

17 SPECIAL AGENT MONROE: And [REDACTED]

18 [REDACTED] That is correct.

19 SPECIAL AGENT MONROE: And what is your  
20 date and place of birth?

21 [REDACTED] and I was born in  
22 [REDACTED]

23 SPECIAL AGENT MONROE: Okay. And what is  
24 your social security number?  
25 [REDACTED] [REDACTED] MC portions

SPECIAL AGENT MONROE: And you are

Yes.

**SPECIAL AGENT MONROE:**

SPECIAL AGENT MONROE: And what is your current home address?

11 SPECIAL AGENT MONROE: And your home  
12 telephone number?

It is

SPECIAL AGENT MONROE: All right. And,  
is your educational background?

16 I have my engineering degree,  
17 Bachelor of Science in Mechanical Engineering, and I  
18 did not finish my Masters, but I studied for my  
19 Masters degree for a few years.

20 SPECIAL AGENT MONROE: All right. And  
21 where did you receive your BS degree?

SPECIAL AGENT MONROE: Okay. Do you hold  
or certifications?

Yes, I have an SRO

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1 certification from Palo Verde Generating Station.

2 SPECIAL AGENT MONROE: Do you have any  
3 military service?

4 [REDACTED]

5 SPECIAL AGENT MONROE: Okay [REDACTED]

6 [REDACTED]

7 [REDACTED]

8 SPECIAL AGENT MONROE: All right. What is  
9 your current position title?

10 [REDACTED] My current position is  
11 principal engineer.

12 SPECIAL AGENT MONROE: And what department  
13 or organization?

14 [REDACTED]: Reliability engineering.

15 SPECIAL AGENT MONROE: Okay. And who do  
16 you report to directly?

17 [REDACTED] Gene Nagy.

18 SPECIAL AGENT MONROE: And can you spell  
19 Nagy?

20 [REDACTED]; N-A-G-Y.

21 SPECIAL AGENT MONROE: Okay. And Gene's  
22 title would be?

23 [REDACTED] Manager of the Reliability  
24 and Analysis.

25 SPECIAL AGENT MONROE: And what was your

1 position in August of 2002?

2 [REDACTED] [REDACTED]  
3 [REDACTED]  
4 SPECIAL AGENT MONROE: Okay. And how long  
5 were you in that position?

6 [REDACTED] [REDACTED]  
7 SPECIAL AGENT MONROE: And who did you  
8 report directly to?

9 [REDACTED] John Carlin.

10 SPECIAL AGENT MONROE: C-O-L-L-I-N-S?

11 [REDACTED] C-A-R-L-I-N.

12 SPECIAL AGENT MONROE: Oh. And who  
13 reported to you when you were the [REDACTED]

14 [REDACTED]  
15 [REDACTED] I had [REDACTED]  
16 [REDACTED] (phonetic), and at the time also [REDACTED]

17 [REDACTED] I had [REDACTED]

18 SPECIAL AGENT MONROE: And just backing  
19 up. When did you become a principal engineer?

20 [REDACTED] About five months ago.

21 SPECIAL AGENT MONROE: So January of this  
22 year?

23 [REDACTED] December.

24 SPECIAL AGENT MONROE: We are not in May  
25 yet. Okay. And how long have you been employed by

1 PSEG?

2 [REDACTED] Since March of 1996.

3 SPECIAL AGENT MONROE: And prior to your  
4 employment with PSEG who were you employed by

5 [REDACTED] With the Palo Verde Nuclear  
6 Generating Station

7 SPECIAL AGENT MONROE: And how long were  
8 you there?

9 [REDACTED] About 11 years.

10 SPECIAL AGENT MONROE: Okay. You  
11 obviously know [REDACTED]

12 [REDACTED] Yes.

13 SPECIAL AGENT MONROE: And I need to ask  
14 you that anyway, and what is the nature of your  
15 association with [REDACTED] And keeping now back to the  
16 events that we are talking about, which are in the  
17 July and August 2002 time frame, and what would have  
18 been your association with [REDACTED] then?

19 [REDACTED] was one of our program  
20 managers, and we have different engineering programs,  
21 and [REDACTED] was taking care of the maintenance rule  
22 program.

23 SPECIAL AGENT MONROE: What is the  
24 maintenance rule program?

25 [REDACTED] The maintenance rule program

1 is a 5065, Reg. 5065, which is basically making sure  
2 [REDACTED]  
3 that the equipment operate at a certain target, as far  
4 as demands, and their availability and reliability,  
5 and he basically managed that program, and working  
6 with everybody in the station, and making sure that  
they meet that criteria.

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is a 5065, Reg. 5065, which is basically making sure that the [REDACTED] equipment operate at a certain target, as far as demands, and their availability and reliability, and he basically managed that program, and working with everybody in the station, and making sure that they meet that criteria.

SPECIAL AGENT MONROE: And who would have been [REDACTED]'s immediate supervisor out of those people that you named?

SPECIAL AGENT MONROE: And how would you  
evaluate the quality of [redacted] work?

Fine.

SPECIAL AGENT MONROE: Fine?

Year

SPECIAL AGENT MONROE: Now, what got us here today is the TARP program, and if you could briefly explain to me what it is and what is the purpose, and how you are selected to be on the TARP?

The TARP program is post-transient or transient -- it is a procedure that basically that when you meet certain thresholds, you would call a TARP team, and that could be anything from plans for SCRAM to maybe the operation director, or operation director, or the OS will call TARP at any

1 time they feel that it is a necessity to have a TARP,  
2 and it could be for any incident.

3 And maybe we have a spill on the ground,  
4 and we want to call TARP, and they have less than 72  
5 hours action statement, and we decide to call the  
6 TARP, and they basically are a group of people who get  
7 together, and basically there are ~~14~~ Alpha, Bravo, and  
8 Charlie Teams, and the teams are selected by  
9 management. <sup>And Delta</sup> [REDACTED] 5/16/03

10 And the TARP team lead is selected by  
11 management, and the members are from different  
12 organizations. They are from operations, and from  
13 chemistry, and from engineering, and from maintenance;  
14 and from RP, and emergency planning, and so on and so  
15 forth.

16 You basically have members that are  
17 already assigned to all four teams, and the TARP team  
18 leader will make a decision on who he needs for that  
19 situation. He basically comes in and finds out what  
20 the issue is through the STA, and then he makes a  
21 decision of who he wants to have here to support that  
22 event.

23 SPECIAL AGENT MONROE: Okay. What does  
24 the TARP team actually do? I mean, they can be  
25 brought in for various reasons, but what do they

1 actually brought in to do?

2 [REDACTED] What the TARP team does  
3 basically is that they come in and they do some data  
4 collection, some fact finding, and basically helping  
5 the OS, as the OS is involved in many activities in  
6 the plants, and saying that this is what happened, and  
7 this is what our recommendation is.

8 And then the OS, with the operation  
9 manager, and operation director, will make a decision  
10 on what the next step is.

11 SPECIAL AGENT MONROE: And the OS would be  
12 the Operations Supervisor?

13 [REDACTED] Operations Superintendent,  
14 yes.

15 SPECIAL AGENT MONROE: Superintendent.  
16 Now, what qualifications would a person need to --  
17 well, backing up, [REDACTED] would represent what,  
18 the engineering organization?

19 [REDACTED] That is correct.

20 SPECIAL AGENT MONROE: What qualifications  
21 would [REDACTED] have needed to have [REDACTED] selected as  
22 a member of that team?

23 [REDACTED] For the engineering  
24 organization, basically we want to have -- normally we  
25 put the supervisor or somebody that is a senior

1 engineer or higher level capability, because the  
2 questions are -- well, as long as you are qualified as  
3 a senior engineer, or supervisor, or somewhere in  
4 between, you will go and be part of the TARP team.

5 But if it comes to a specific area of  
6 expertise, then that person will call the right  
7 individual to come in. So [REDACTED] is like a general  
8 engineer if you want to call it. [REDACTED] is their point of  
9 contact, and [REDACTED] decides if [REDACTED] wants to bring somebody  
10 from reactor engineering, or somebody from stress  
11 analysis, or somebody from reliability engineering,  
12 and then makes that decision. X [REDACTED] h(6)(c)

13 SPECIAL AGENT MONROE: Okay.

14 [REDACTED] That is basically what [REDACTED]  
15 does.

16 SPECIAL AGENT MONROE: So in [REDACTED] case,  
17 [REDACTED] is not expected to fill a variety of engineering  
18 functions. [REDACTED] is there to collect data, analyze the  
19 data, and find out what appropriate discipline within  
20 engineering may be needed to be called in?

21 [REDACTED] Right. Yes, [REDACTED] can ask, and  
22 then at the same time we did have a talk with the  
23 reactor engineering and licensing is always there. So  
24 [REDACTED] basically is collecting data and helping the TARP  
25 team leader.

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1           And if [REDACTED] feels that we need to bring  
2           somebody else in, [REDACTED] will ask for somebody else, and  
3           if the TARP team feels that they need to bring someone  
4           in, anyone on the TARP team may want to bring someone  
5           else in, and they bring in that person.

6           SPECIAL AGENT MONROE: Okay. All right.  
7           Is it ia voluntary position or are you mandated to it?

8           [REDACTED] No, basically this position  
9           is an assignment that the management makes for an  
10          assignment, and the managers and supervisors look at  
11          who they want to put on the TARP team, and that is a  
12          rotational assignment for somebody who has been there  
13          for 3 or 4 years, and whatever area you are in.

14          And they will just put somebody else in  
15          there, and it is good opportunity for growth and  
16          development, and at the same time it really helps the  
17          organization.

18          SPECIAL AGENT MONROE: Is there a specific  
19          time? For example, if I am asked to be on the TARP  
20          team, am I told how long the duration of my assignment  
21          is going to be up front, or do I know, or does --

22          [REDACTED] There is usually no specific  
23          amount of time that you are going to be there. The  
24          only requirement is that if you are a TARP person and  
25          you are not an ERO person, - that you need to be

1 available in 90 minutes if that is your week, and it  
2 is basically from Tuesday to Tuesday, from 11:00 a.m.  
3 on Tuesday, to 11:00 a.m. on Tuesday.

4 That is basically it for that week, and  
5 then if you are the Alpha Team, or the Bravo Team, or  
6 C Team, et cetera.

7 SPECIAL AGENT MONROE: You mentioned ERO.  
8 What is ERO?

9 [REDACTED] Emergency Response  
10 Organization, which is taking care of the emergency  
11 issues, and sometimes the TARP members are also  
12 members of the Emergency Response Organization, and  
13 then need to be responding for the ERO in 60 minutes,  
14 unless they are off-site, and in those two areas then  
15 90 minutes is acceptable. That's why I mentioned  
16 that.

17 SPECIAL AGENT MONROE: So you have two  
18 separate functions. You have TARP and then the  
19 Emergency Response Organization?

20 [REDACTED] Yes, the Emergency Response  
21 Organization, and a TARP member may be a member of the  
22 ERO, and so when you say 90 minutes, it may be 60  
23 minutes for the ERO personnel, and I wanted to make  
24 sure that is clear.

25 SPECIAL AGENT MONROE: And what is the

1 difference between the two organizations, between the  
2 TARP and the ERO?

3 [REDACTED] The ERO responsibility is  
4 taking care of the emergency response. TARP is a  
5 separate organization that makes recommendations to  
6 the OS, and it is like a group that comes in to help  
7 the OS, and the operation manager, and operation  
8 director, to make a decision.

9 SPECIAL AGENT MONROE: And the ERO is  
10 actually responding to a specific incident or a  
11 specific event?

12 [REDACTED] That's correct, and if that  
13 comes in, that is what it is. It then follows its own  
14 procedures, and program, you know.

15 SPECIAL AGENT MONROE: To your  
16 recollection was [REDACTED] a member of the ERO, or was he  
17 only a TARP member, if you know?

18 [REDACTED] I don't think [REDACTED] was an ERO  
19 member.

20 SPECIAL AGENT MONROE: Okay. And as a  
21 member of TARP do you receive any extra compensation  
22 or overtime money, or --

23 [REDACTED] No.

24 SPECIAL AGENT MONROE: It is viewed as a  
25 good developmental assignment to help you advance in

1                   the organization?

2                   [REDACTED] Yes, for advancement, and you  
3                   normally try to pick up the people that have potential  
4                   for later on and moving up in the organization is a  
5                   good step that can help them out for promotion and  
6                   other things.

7                   SPECIAL AGENT MONROE: Okay.

8                   [REDACTED] It helps out basically just  
9                   to be diversifying. It is a good thing.

10                  SPECIAL AGENT MONROE: That is what I was  
11                  going to say, that it is a good thing, as opposed to  
12                  punitive.

13                  [REDACTED] No, it is a good thing.

14                  SPECIAL AGENT MONROE: Okay. Have you  
15                  been on a TARP?

16                  [REDACTED] Yes, I used to be a TARP team  
17                  leader a few years ago, and I have been also a TARP  
18                  team member, and I used to be an ERO member. So, yes,  
19                  I have done all of that.

20                  SPECIAL AGENT MONROE: And if an  
21                  individual refused to be a TARP member, is there some  
22                  consequences? I mean, if you turned it down, would  
23                  you suffer some adverse consequence?

24                  [REDACTED] Well, just that a TARP  
25                  assignment, just like any other assignment, you need

1 to take that assignment, and it is just like any other  
2 assignment.

3 SPECIAL AGENT MONROE: It is just like you  
4 go and review this and --

5 [REDACTED] Yes, review this calculation,  
6 and/or drawing.

7 SPECIAL AGENT MONROE: So it is just  
8 another assignment?

9 [REDACTED] It is just another  
10 assignment. As a matter of fact, it is work that is  
11 assigned, and ERO is an assignment, and TARP is an  
12 assignment.

13 SPECIAL AGENT MONROE: It is all part of  
14 the job description?

15 [REDACTED] Part of the job, yes.

16 SPECIAL AGENT MONROE: Can you describe  
17 how frequently a TARP would be brought to the site  
18 during normal working hours? Is there any way to  
19 quantify that? How much time for it impacts your  
20 personal life or your time off?

21 Is there any way to say how frequently you  
22 are required to respond to something?

23 [REDACTED] You know, I have not been  
24 involved in TARP for the last -- almost year or so,  
25 but during the time in my experience with it, I was on

1 top for maybe a couple of years if I am not mistaken,  
2 and I would say maybe 6 or 7 times.

3 SPECIAL AGENT MONROE: In a 2 year period?

4 [REDACTED] Yes, I think that's right,  
5 but it could be different now, and a different time,  
6 you know.

7 SPECIAL AGENT MONROE: It just depends on  
8 what develops, and --

9 [REDACTED] Right. There are three units  
10 here, and you may have months where you have TARPs,  
11 and you may have months where there are no TARPs.

12 SPECIAL AGENT MONROE: It just depends on  
13 the luck of the draw, huh?

14 [REDACTED] Yes, on what comes up.

15 SPECIAL AGENT MONROE: Okay. Now, on June  
16 4th, 2002, and I am pulling my dates from documents  
17 that I reviewed in the ECP program; and it is easily  
18 to talk on a specific date, rather than trying to go  
19 back. But evidently there was something called the  
20 Engineering Manager's Meeting, and these meetings take  
21 place twice a month.

22 So if you could just describe for me what  
23 a Engineering Manager's Meeting is and who attends,  
24 and what is their purpose for holding them?

25 [REDACTED] Okay. Basically a

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1           Engineering Manager's Meeting is a meeting where the  
2           engineering managers get together, and they discuss or  
3           they look at like a business plan, and we have got  
4           certain things that they have to get done, and every  
5           time is something different, okay?

6           The issue is usually different and they  
7           may talk about the outage schedule, or they may talk  
8           about a program, or they may talk about assignments of  
9           the people, or talk about the people. Every one is  
10          different.

11          Basically it is the managers' time for  
12          getting together and making sure that they are all  
13          working together consistently and making decisions on  
14          whatever the issue is.

15          There may be an issue on a process,  
16          people, or a program. So that is what happens, and  
17          every time it is something different.

18          SPECIAL AGENT MONROE: Are you told what  
19          the agenda is and what the discussion topic will be in  
20          advance before you go that will be discussed?

21          ██████████ Well, when I would go, and  
22          obviously I have not been in one of those meetings for  
23          almost 5 or 6 months, but sometimes you have an  
24          agenda, and sometimes you didn't have an agenda, you  
25          know.

1                   And sometimes you would just get to the  
2 meeting or have it canceled in a couple of weeks.

3 MS. WIDNER: Well, there was one on June 4th,  
4 and Steve Mannon evidently attended for you.

5 Right.

6 SPECIAL AGENT MONROE: What is Steve's  
7 title?

8 Steve's title at the time  
9 used to be reliability engineering manager, and now he  
10 is a project manager of the surface water, and Steve  
11 also was reporting to John Carlin, and me and Steve  
12 both reported to Carlin.

13 There were other managers, of course, who  
14 reported to John Carlin, and sometimes we would just  
15 ask each other you attend for me because I have  
16 something else, and for that day, I asked Steve to  
17 attend for me. So that is what he did.

23 [REDACTED] I don't remember if [REDACTED]  
24 [REDACTED] told me, or [REDACTED] told me. One of those two  
25 [REDACTED] told me that [REDACTED] has become a member, and then

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1       when I did some checking, I found out in a meeting  
2       that Steve and other managers had picked some, because  
3       we had changed the TARP procedures and combing the  
4       response team, and building that evolution, they were  
5       going back and looking at the people that were on the  
6       TARP, and making sure that we had the right coverage  
7       for engineering.

8                   So at the meeting that Steve attended for  
9       me, and also for himself, in that meeting they had a  
10      discussion and if I am not mistaken, they were short  
11      on some people, and were just looking at who were the  
12      right candidates.

13                  And I think that [REDACTED] used to work for  
14       Steve, or Steve knew [REDACTED] and he felt that this was a  
15       good opportunity. [REDACTED] name came up, and I don't know  
16       who brought [REDACTED] name up in that meeting, but they felt  
17       that this was a good opportunity for [REDACTED] for personal  
18       growth, and that is how [REDACTED] was selected.

19                  But [REDACTED] was supposed to tell me that for my  
20       information so that I can tell [REDACTED] who can pass it  
21       on to [REDACTED] didn't or whatever, or whether it was  
22       not timely enough, and with e-mails and mail being so  
23       fast and so quick, and it got to [REDACTED] before it went  
24       from me through [REDACTED] to [REDACTED]

25                  SPECIAL AGENT MONROE: For notification?

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1 [REDACTED] Yes, and when I found that  
2 out, then obviously as I said, I don't remember if  
3 [REDACTED] or [REDACTED] told me, but I talked to [REDACTED], and then  
4 to [REDACTED], and [REDACTED] apologized on how [REDACTED] got the  
5 message.

6 And then after that, I think [REDACTED] talked  
7 to me and said that [REDACTED] had some issues and some  
8 resistance as far as taking the assignment and I told  
9 [REDACTED] that just to work with [REDACTED] and see what [REDACTED] issues  
10 are, and let's try to resolve those issues.

11 And if [REDACTED] wants to come and see me, then  
12 [REDACTED] CAN come and see me. And [REDACTED] made an appointment  
13 with me, and [REDACTED] came and just sat down with me and  
14 said that [REDACTED] had an issue with the TARP procedure.

15 [REDACTED] told me that [REDACTED] issue was that [REDACTED] is  
16 not qualified to do the tasks that are in that  
17 procedure, and [REDACTED] was not sure if that TARP procedure  
18 was even correct, and what I told [REDACTED] at the time was  
19 that I said if you write a notification of correction  
20 action, because that is basically what we do.

21 Obviously if some item is real and urgent,  
22 we take care of it, and at the same time we will write  
23 a notification, asking if you have written one, and [REDACTED]  
24 said, no, but I will go and do that.

25 So you will do a notification, and we will

1 do follow-up on that and fix the problem, and then I  
2 asked [REDACTED] what is your issue, and [REDACTED] felt that because  
3 of some lack of training that [REDACTED] cannot make a  
4 decision, operational decisions, and I told [REDACTED] that  
5 all you have to do is to gather data, data collection,  
6 and somebody else makes the decision, and as far as  
7 any decision that [REDACTED] would make as to corrective  
8 actions, that would go through someone else, and go  
9 through the team.

10 And you just do the data collection, and  
11 obviously if you need nay help, you call other people,  
12 and then after that, I also told [REDACTED] that if [REDACTED] needed  
13 any additional training that we could go through that.  
14 And I told [REDACTED] I used to be a TARP Team leader, and  
15 that is how the process works, and then [REDACTED] brought up  
16 the issue that [REDACTED] really had some problem with [REDACTED]  
17 [REDACTED] and [REDACTED] didn't have a [REDACTED]  
18 [REDACTED]

19 And so for [REDACTED] to come at all hours was  
20 really going to be hard for [REDACTED] because of [REDACTED] kids,  
21 and I mentioned to [REDACTED] have you talked to [REDACTED]  
22 about this, and [REDACTED] said, no. I said why don't you  
23 talk to [REDACTED], and what we will do is try to  
24 assign somebody temporary for that position until you  
25 basically work out your situation at home:

1           But we would do that, and that is how we  
2 left it, and again before [redacted] left, I told [redacted] to make  
3 sure that [redacted] wrote a notification and wanted to make  
4 sure that the notification was in the box. And then  
5 I talked to [redacted], and told [redacted] that I would like to  
6 just assign a temporary person for right now because  
7 of the situation that [redacted] is in, or until [redacted] resolved  
8 that situation.

9           SPECIAL AGENT MONROE: Because of [redacted]  
10 personal situation?

11           [redacted] Because of [redacted] personal  
12 situation, and so [redacted] can fix that personal situation,  
13 and then we can assign [redacted] back again.

14           SPECIAL AGENT MONROE: And who was the  
15 temporary person that was selected?

16           [redacted] [redacted]

17           SPECIAL AGENT MONROE: Okay. Backing up,  
18 [redacted] which issue did [redacted] present to you as being [redacted]  
19 concern first; that [redacted] didn't have the training to  
20 make operations decisions, or was it the personal  
21 issue that came first? Which did [redacted] bring up first?

22           [redacted] first brought up the issue  
23 with the procedures.

24           SPECIAL AGENT MONROE: So that was the  
25 first issue?

NC portions

1                          [REDACTED] That is when [REDACTED] brought up  
2 the issue and the personal thing came up later in the  
3 evening.

4                          SPECIAL AGENT MONROE: okay. Is there  
5 something, some procedure, and if I have to refer to  
6 it, where [REDACTED] is making the assessment that [REDACTED] needs  
7 to make operations decisions. Is that outlined in the  
8 procedures?

9                          [REDACTED] Well, in the procedures, it  
10 says that -- and as a matter of fact, it says here  
11 that the TARP team members really are all the fact ECG  
12 classification to ensure that the station is not. It  
13 says TARP members, but it doesn't specifically say who  
14 in the TARP team.

15                          SPECIAL AGENT MONROE: So collectively?

16                          [REDACTED] Collectively, and everybody  
17 has different expertise, background, qualification,  
18 and collectively -- and obviously when it comes to the  
19 ECG question, an operations person makes that  
20 decision, because that is what they are qualified to  
21 do.

22                          So [REDACTED] felt that [REDACTED] was the person to make  
23 that decision, and I said, no, you just give me the  
24 input, and if you need to pull a drawing out, like a  
25 PI&D, or a single line, or an elementary, then you

1 pull that information out, and that will help out the  
2 rest of the team to make the right decision, and  
3 obviously the decision depends on what the function  
4 is that that person is there to make that type of  
5 decision.

6 SPECIAL AGENT MONROE: Is [REDACTED] misreading  
7 then the intent or the wording of the procedure, or  
8 confused, or --

9 [REDACTED]: In my mind, I felt that [REDACTED]  
10 misunderstood what the procedure said, but at the same  
11 time, [REDACTED] mentioned SQR qualified, and SQR qualified  
12 are basically they do the procedures for comment. And  
13 [REDACTED] says it says that and that is how I read that  
14 procedure.

15 And that is not how we are reading it or  
16 how we are implementing it, and if you write a  
17 notification, we will go and we will do that, and we  
18 will get the subject matter expert involved, and we  
19 will check it and making sure that we have the right  
20 decision in place.

21 SPECIAL AGENT MONROE: Okay. Has anyone  
22 in your experience, either the lead or a member of the  
23 TARP, interpreted this with respect to TARP team  
24 members, or has anyone looked at it the same or  
25 interpreted it the same way that [REDACTED] did, that

1 they as an individual has to make that decision?

2 [REDACTED] : No, this is the first time in  
3 my experience, yes. *No* *0212 5/10(-3)*

4 SPECIAL AGENT MONROE: Okay. And then [REDACTED]  
5 brought up this personal issue, and you made the  
6 recommendation and to have it followed up to have  
7 someone temporarily fill in for [REDACTED] on the TARP team  
8 until [REDACTED] could address [REDACTED] personal issues; is that  
9 right?

10 [REDACTED]: Yes, that is correct.

11 SPECIAL AGENT MONROE: And this person,  
12 [REDACTED], how was he approached to fill in  
13 temporarily?

14 [REDACTED] He is also a program manager,  
15 and he is a senior engineer like [REDACTED] and he is a  
16 program manager for the 8913 Program, and basically I  
17 talked to [REDACTED] and maybe if I am not mistaken that it  
18 was me and [REDACTED] that talked to him. Both of us got  
19 him on a conference call, and we both did it together.

20 SPECIAL AGENT MONROE: Was it clear to  
21 [REDACTED] that the reason that there was going to be a  
22 temporary replacement for [REDACTED] was because of his  
23 personal issue, versus the problems that [REDACTED] had with  
24 the procedure? Was that clear to [REDACTED] in your mind  
25 when [REDACTED] left?

1 [REDACTED] I thought it was clear, but  
2 later on [REDACTED] sent me a voice mail, and I specifically  
3 recall the voice mail that this is only a temporary  
4 assignment for [REDACTED] until he resolved this issue.

5 SPECIAL AGENT MONROE: Okay. How close to  
6 the meeting did you receive the voice mail from [REDACTED]  
7 and to the best of your recollection what did that  
8 voice mail say? That is, if you can remember.

9 [REDACTED] I don't remember. I don't  
10 remember the details of it.

11 SPECIAL AGENT MONROE: But something  
12 caused you to follow up?

13 [REDACTED] Basically, if I am not  
14 mistaken, [REDACTED] said that [REDACTED] was thanking me for this  
15 situation, and then I had to respond and say, you  
16 know, I want you to know that this is temporary.

17 SPECIAL AGENT MONROE: I see.

18 [REDACTED] I think that is what it was,  
19 but I don't remember.

20 SPECIAL AGENT MONROE: So something in [REDACTED]  
21 voice mail to you, you felt that you needed to follow  
22 up and reinforce that this was only temporary, only a  
23 temporary replacement for him?

24 [REDACTED] Yes.

25 SPECIAL AGENT MONROE: Now, this is a

1 several paged document, and I will just identify it.  
2 It is a notification, and what is the difference  
3 between the number here and I saw a couple of numbers.  
4 Is this the actual notification number? 7002 --

5 [REDACTED] The notification number is --

6 SPECIAL AGENT MONROE: That?

7 [REDACTED] Yes, [REDACTED]

8 SPECIAL AGENT MONROE: What does that  
9 number up there mean if you know? That is not the  
10 notification number?

11 [REDACTED] No.

12 SPECIAL AGENT MONROE: Okay

13 [REDACTED] That is an order number. You  
14 have different orders, like for corrective  
15 maintenance, or preventive maintenance, and so that is  
16 the number. If you go in the machine, you can pull  
17 this number, and you can also pull the difference  
18 between this number and this number.

19 They both -- if you go back to the same  
20 machine are talking about this AP and this AP, you  
21 will be able to go back and that is the notification.

22 SPECIAL AGENT MONROE: And before we move  
23 on to what you do with the notification, [REDACTED] is there  
24 anything that you want to clarify or elaborate on with  
25 respect to the June 4th meeting, and the discussions

1 that you had up front with [REDACTED] about [REDACTED] being  
2 temporarily replaced? Did we cover that to your  
3 satisfaction there?

4 [REDACTED] Yes.

5 SPECIAL AGENT MONROE: Now, [REDACTED] writes  
6 the notification, and what is the process, and just  
7 walk me through, on what the notification is, and how  
8 did this end up with you?

9 [REDACTED] Basically, the written  
10 notification process works that anyone in the station  
11 can write a notification, and there is a meeting every  
12 morning with both operations representatives and other  
13 representatives, and they make a decision of who  
14 should have that notification to answer it based on  
15 the function and responsibility.

16 And in this case, they assigned it to me  
17 since [REDACTED] was working for me, and I was the manager  
18 of the department, and as soon as I got the  
19 notification, I called [REDACTED] and said, [REDACTED] I would  
20 like for this notification, I want to have a subject  
21 matter expert, and in this case I specifically  
22 mentioned Ken Moore's name.

23 Ken Moore was the procedure owner for the  
24 TARP, and so I want him involved. I also told [REDACTED]  
25 that I want you to have the operation directors

1 involved, if you need to, just to get his input,  
2 because in these procedures, many times they reference  
3 his name.

4 And so I wanted to make sure that [REDACTED] also  
5 understands, because [REDACTED] is also like a subject matter  
6 expert. And I told [REDACTED] that after you talk to [REDACTED]  
7 and you talk to [REDACTED] that [REDACTED] can get help from other  
8 managers or supervisors, and also talk to the quality  
9 organization, and make sure that the answer describes  
10 the question that [REDACTED] asked, and after you get done,  
11 we will sit down and we will review it, and that is  
12 basically what [REDACTED] did.

13 SPECIAL AGENT MONROE: So Ken Moore was  
14 actually assigned to review the notification, or --

15 [REDACTED] I gave it to [REDACTED] and [REDACTED]  
16 was really the one doing all the research for me. But  
17 if I am not mistaken, [REDACTED] did talk to Ken and others  
18 before [REDACTED] came to me. As a matter of fact, [REDACTED] talked  
19 to another manager and making sure that we are  
20 answering it right, and that we are seeing and looking  
21 at everything in there and that it is accurate. We  
22 want to make sure the response is accurate.

23 SPECIAL AGENT MONROE: Okay. Backing up,  
24 I just thought of another discussion on there with  
25 [REDACTED] Did [REDACTED] indicate that the procedure was

1 not being followed with you? Didn't indicate that  
2 there was also a non-compliance aspect to his concern?

3 [REDACTED] Yes, I could have mentioned  
4 that there was a non-compliance aspect, and that is  
5 why I told [REDACTED] about the notification was just because  
6 of that, but [REDACTED] never mentioned non-compliance during  
7 [REDACTED] discussions.

8 SPECIAL AGENT MONROE: And what happens  
9 next as far as your -- well, let me back up. What  
10 does it mean, significance level three? Is that high  
11 or low?

12 [REDACTED] Basically, notifications are  
13 -- again, when I assign a notification, I was telling  
14 you earlier that in the morning when they make a  
15 decision, there already is a corrective action  
16 procedure that says what level you have. You have  
17 level one, and level two, and you have level three, or  
18 you have level X.

19 And basically that is what the different  
20 levels of notification are. Level 1 is where you do  
21 a complete root cause, and level 2 is where you do an  
22 apparent cause, and that is all the causes.

23 SPECIAL AGENT MONROE: And for a level 3  
24 what would you do?

25 [REDACTED] You basically review and you

1 do trendings for level 3, and for level X, that is  
2 basically a non-quality issue, and that is level X.

3 SPECIAL AGENT MONROE: Did you prepare the  
4 response to the notification or did someone else  
5 prepare that actually?

6 [REDACTED] No, [REDACTED] with the help from  
7 others, that is correct.

8 SPECIAL AGENT MONROE: For some reason I  
9 had it that you completed your response?

10 [REDACTED] Yes, basically what that was  
11 is if it is a ~~level~~ notification, after it is completed,  
12 it will go to the department manager for the final  
13 signature.

14 SPECIAL AGENT MONROE: Okay.

15 [REDACTED] And they do all the work and  
16 the supervisor signs it, but if it is a level two,  
17 then the department manager also signs it.

18 SPECIAL AGENT MONROE: So this was a level  
19 three. Did you have to sign, or --

20 [REDACTED] If I am not mistaken, I  
21 reviewed it, and according to this I did sign it.

22 SPECIAL AGENT MONROE: Okay. And then  
23 there is Ken Moore?

24 [REDACTED] Yes.

25 SPECIAL AGENT MONROE: Okay. All right.

1           What happened next?

2           ██████████ Basically it shows here that  
3           I signed it, and Ken Moore signed it, who is the  
4           manager of Ops Support, and which owns the procedure,  
5           and also the manager of the performance engineering,  
6           which is Steve Mannon. He signs it.

7           SPECIAL AGENT MONROE: So the individual  
8           that would be most familiar in your assessment with  
9           the review process would be Ken Moore?

10          ██████████ That is correct. He is the  
11          subject matter expert, because that is his procedure.

12          SPECIAL AGENT MONROE: Okay. Great. Now,  
13          what do you know of the events between ██████████ and  
14          August 19th, 2002 with respect to -- there was some  
15          sort of interaction between ██████████ and ██████████

16          ██████████ What do you know about the series of events  
17          that happened once ██████████ was notified that ██████████ needs to  
18          make a decision on whether or not ██████████ is going to be a  
19          TARP member or not?

20          ██████████ I will try to summarize it to  
21          the best of my knowledge of what I remember and  
22          recollect. ██████████ came to me, and ██████████ told me that  
23          ██████████ still was resisting accepting the assignment, and  
24          what I told ██████████ was that I wanted to make sure that ██████████  
25          gets ECP involved, and ██████████ gets the Human Resource

1 Department, and quality assurance department, and get  
2 them involved, and making sure that [redacted] gets help from  
3 them in addressing this issue.

4 And [redacted] did that, and [redacted] was reporting to  
5 me that what had developed so far, and basically the  
6 outcome was that [redacted] got to the point that [redacted] still  
7 was not accepting it, and so [redacted] told that because  
8 Human Resources had already addressed [redacted] concern, and  
9 [redacted] is not still accepting the assignment, maybe we  
10 need to sit down and have a meeting with [redacted] and have  
11 a decision made, and have a couple of meetings with  
12 [redacted]

13 SPECIAL AGENT MONROE: Okay.

14 [redacted] And so [redacted] said he is going to  
15 do that. Of course, that happened, and [redacted] is  
16 supposed to come back that Monday to work, and I think  
17 like this happen on a Friday afternoon, and [redacted] had  
18 to come back to work on Monday, but [redacted] came to me  
19 and said that [redacted] called and said [redacted] was sick.

20 And then I asked [redacted] the next day and so  
21 on until Friday, and basically [redacted] did not come back  
22 to work if I am not mistaken until the following  
23 Monday.

24 SPECIAL AGENT MONROE: Okay.

25 [redacted] And then at that time [redacted]

1 accepted the assignment, but [redacted] told me that [redacted] went  
2 to a doctor, and [redacted] had some medical issues, some  
3 medication or something, and [redacted] is not sure that [redacted]  
4 can respond as far as the assignment.

5 And this is of course coming from [redacted] to  
6 me, and what I am understanding, and as manager of the  
7 department, I want to make sure that I am getting the  
8 help that [redacted] needs to make sure that [redacted] gets all the  
9 resources that [redacted] needs.

10 SPECIAL AGENT MONROE: Sure.

11 [redacted] And again at that time, I  
12 told [redacted] that you need to work with Dave Braun, who is  
13 the Human Resources Manager, and I told [redacted] to work  
14 with [redacted] making sure that we are following through  
15 with the medical department just to see exactly what  
16 it is, and how the situation is, and that is what [redacted]  
17 did, what [redacted] did, and that is basically all I  
18 remember.

19 SPECIAL AGENT MONROE: Okay. Backing up  
20 and when [redacted] came to you, and the notification has  
21 been completed, did [redacted] indicate why [redacted] was still  
22 resisting the assignment? Did [redacted] communicate to you  
23 what that issue was? Was [redacted] not satisfied with the  
24 notification outcome or was it the personal issues  
25 that were still involved?

*AC portions*

1 [REDACTED] I don't know. I don't  
2 remember.

3 SPECIAL AGENT MONROE: And you suggested  
4 that [REDACTED] get ECP, HR, and QA involved. Why did you  
5 make that suggestion to get those respective functions  
6 involved, starting with ECP?

7 [REDACTED] Obviously it is the process  
8 that we have here, that any time that you are a  
9 supervisor or a manager, sometimes you are maybe so  
10 involved in the decisions and it is good to have  
11 someone else's involvement, and the Employee Concerns  
12 Program is one of those places that you can go and ask  
13 for help, and is --

14 SPECIAL AGENT MONROE: We are on Side B,  
15 and it is about 10:30 a.m. [REDACTED] I was just -- before  
16 we got interrupted by the tape, you were indicating  
17 bringing Human Resources in to get involved.

18 [REDACTED] Yes, and also we can ask  
19 Human Resources, because they can help us out with  
20 that, you know, on the issue, because again they are  
21 involved in several things, and they have a lot of  
22 experience, and they can give you input in making sure  
23 that you are not -- that you are looking at all the  
24 aspects of this and that you are not missing anything  
25 in addressing the question.

*PC portions*

1                   And as far as Quality Assurance Department  
2 goes, I already knew we had the subject matter expert  
3 involved, that being Ken Moore, with the procedure,  
4 but I thought we would call the overview organizations  
5 and if they look at it, they may see something that we  
6 are not seeing. So I wanted him to talk to them.

7                   As a matter of fact, I did tell [REDACTED] to  
8 ask [REDACTED] if [REDACTED] wanted to go and see the Quality  
9 Assurance Manager, and if [REDACTED] wanted to go see somebody  
10 else, and [REDACTED] is welcome to do that and to help [REDACTED]  
11 resolve this issue.

12                  SPECIAL AGENT MONROE: Sure. Okay. And  
13 you mentioned decision making leave in the context  
14 that that Friday afternoon that [REDACTED] was going  
15 to be offered decision making leave, and what does  
16 that mean, and why was it used?

17                  [REDACTED] Decision making leave to me  
18 is just a program that they use, and is one of the  
19 processes that we have, and for many different reasons  
20 we use them, and not taking an assignment, it is not  
21 following the processes that we have, and he made that  
22 decision with the support of the Human Resources, and  
23 I don't know if [REDACTED] did tell [REDACTED] that that Friday  
24 afternoon or not, but as I remember, he did.

25                  SPECIAL AGENT MONROE: Was it like kind of

1 a cooling off period for the employee to go back and  
2 go home, and think about it, before you make a drastic  
3 decision that could impact your career, I guess?

4 [REDACTED] Yes. That is a good way or  
5 a nice way of putting it. Yes, just basically looking  
6 at the assignment and coming to work to do an  
7 assignment, and this is an assignment we would like  
8 you to take and to think about it, yes.

9 SPECIAL AGENT MONROE: Were you involved  
10 in any of the meetings once [REDACTED] came back to work on  
11 Monday, August 19th? Did you have any more meetings  
12 with he and [REDACTED] after that fact?

13 [REDACTED] I don't remember if I did  
14 have a meeting with [REDACTED] but of course [REDACTED] was my  
15 supervisor, and so [REDACTED] just come talk to me and give me  
16 the feedback.

17 SPECIAL AGENT MONROE: Okay. Now, I have  
18 interviewed [REDACTED] and so all I am doing is  
19 putting forth what [REDACTED] assertions are, and  
20 characterizing what [REDACTED] said, and [REDACTED] said that [REDACTED] was  
21 escorted off-site. Do you know if that was in fact  
22 true on [REDACTED], physically escorted off?

23 SPECIAL AGENT MONROE: I was not there,  
24 but [REDACTED] told me that [REDACTED] walked [REDACTED] outside, which is  
25 basically just walking [REDACTED] outside. If you want to

1 call it escort, [REDACTED] was escorted.

2 SPECIAL AGENT MONROE: And is that  
3 basically part of the process?

4 [REDACTED]: Yes, basically it is a part  
5 of it. It could be anybody basically, and if a  
6 supervisor feels that you need to walk that person  
7 out, you know.

8 SPECIAL AGENT MONROE: And do they take  
9 their badge, or --

10 [REDACTED] This again depends, but I  
11 don't remember in this case if the badge was taken,  
12 but that is also normal. That if you look at it, that  
13 is also normal, and you take a person's badge and so  
14 when you come back, we will give you the badge.

15 SPECIAL AGENT MONROE: And as I stated  
16 earlier on the statement, [REDACTED] is believing that [REDACTED] is  
17 suspended. Now, [REDACTED] is using the terminology of  
18 suspended, and you used the term, decision making  
19 leave. Is decision making leave considered to be a  
20 suspension? I mean, is it a negative thing?

21 [REDACTED] No, basically this was where  
22 [REDACTED] told [REDACTED] what [REDACTED] was going to be doing and making  
23 decisions, and we are going to pay [REDACTED] for that  
24 relation, and that is all. We are not touching [REDACTED]  
25 pay, but we just want [REDACTED] to make a decision.

1 Suspension is --

2 SPECIAL AGENT MONROE: Well, [redacted] used the  
3 word suspension.

4 [redacted] That is not --

5 SPECIAL AGENT MONROE: So [redacted] is not  
6 suspended. [redacted] basically goes home with pay?

7 [redacted] is going home with pay and  
8 as a matter of fact, we have times when a person may  
9 go home without pay, and in the case of [redacted] went  
10 home with pay, and that is what we done.

11 SPECIAL AGENT MONROE: Would there be any  
12 record that [redacted] had been gone -- would there be any  
13 permanent record that [redacted] had been sent home on  
14 decision making leave? Does that become a permanent  
15 part of his personnel file, or is it more informal  
16 between a manager or supervisor and an employee? That  
17 is, if you know.

18 [redacted] I don't know. I don't know  
19 what [redacted] is keeping with [redacted] record.

20 SPECIAL AGENT MONROE: Okay. Do you know  
21 anything of an assertion by [redacted] that [redacted] received the  
22 threat of a poor performance appraisal and termination  
23 in an August 19th, 2002 meeting that [redacted] had? Do you  
24 know any knowledge of that?

25 [redacted] Not that, but I remember that

1 [redacted] asked me about -- I think it was in the same  
2 meeting that we had, and [redacted] asked me about performance  
3 appraisals, and that [redacted] may have told [redacted] that it  
4 may impact [redacted] performance appraisal, and I explained  
5 to [redacted] that with the performance appraisal, that you  
6 have the technical things, and you have the cultural  
7 things, and a combination of both.

8 I don't think that [redacted] meant it that way,  
9 but just that this was one of the assignments that you  
10 are going to have.

11 SPECIAL AGENT MONROE: Okay.

12 [redacted] And that is all [redacted] meant, and  
13 I think I mentioned to [redacted] too, that to make sure  
14 that this is just one of the assignments [redacted] has got,  
15 and in [redacted] performance appraisal, you have a cultural  
16 thing and a technical thing, and behavior, and you  
17 look at a lot of things from an appraisal standpoint,  
18 and this is only one item.

19 And you have targets that you have to  
20 meet, and --

21 SPECIAL AGENT MONROE: Just to put it in  
22 context?

23 [redacted] Yes, that's right.

24 SPECIAL AGENT MONROE: If there was any  
25 discussion about terminating [redacted] would you

1 have been involved in those discussions?

2 [REDACTED] Yes, the manager of the  
3 department gets involved in termination of any  
4 employee, and since I have been there, yes.

5 SPECIAL AGENT MONROE: And was there any  
6 discussion in the August 2002 time frame about  
7 terminating [REDACTED] either for refusal on the  
8 TARP, or for any reason? Were there any discussions  
9 about possibly terminating [REDACTED]

10 [REDACTED] I don't remember if there was  
11 a discussion about termination. It may have happened,  
12 but I don't remember if it did.

13 SPECIAL AGENT MONROE: Well, there --

14 [REDACTED] Because [REDACTED] had talked about  
15 those couple of things, and it may have come up and  
16 what is the next step. [REDACTED] may have talked about it,  
17 but I don't remember.

18 SPECIAL AGENT MONROE: This may help your  
19 memory a little bit. Is termination something that  
20 happens frequently at the Hope Creek/Salem site? When  
21 you terminate an employee, does that happen a lot, or  
22 is it very rare?

23 [REDACTED] What is rare?

24 SPECIAL AGENT MONROE: Once a year, 10  
25 times a year? I am just trying to get - [REDACTED] feels

1 that he was being threatened with termination, and I  
2 just want to find out if [REDACTED] or anyone came  
3 to you to have that discussion? You could not  
4 specifically recall if it had or had not happened, and  
5 so is there any way I can jar your memory by saying,  
6 yeah, that is something that happens a lot, or it  
7 doesn't happen very often?

8 [REDACTED] I can only speak about my own  
9 experience, because I know about there has been about  
10 3 or 4 terminations since I have been here that I know  
11 of.

12 SPECIAL AGENT MONROE: Any way that you  
13 remember if someone, meaning [REDACTED] came to you  
14 and discussed what we need to do to start the  
15 termination process for [REDACTED]

16 [REDACTED] Yes, [REDACTED] may have talked to me  
17 about termination, and to make sure that Human  
18 Resources was involved, and follow the process after  
19 the decision making leave, and if [REDACTED] doesn't accept,  
20 then what is the next step. Termination obviously is  
21 there, and the next step coming up --

22 SPECIAL AGENT MONROE: And if [REDACTED] still  
23 refuses to accept the --

24 [REDACTED] And if [REDACTED] refuses, then you  
25 talk about the next step, and what is the next step,

1 which is termination will come.

2                   SPECIAL AGENT MONROE: My kind of  
3 assessment at this point is that there maybe has been  
4 some communication problems here, starting with when  
5 you were not notified by Steve Mannon that [REDACTED] was  
6 selected, and he finds out in an e-mail. You are a  
7 very good communicator, and I am following you and  
8 what you are telling me.

9                   Is [REDACTED] a good communicator, or is  
10 it possible that there could have been some  
11 communication problem between [REDACTED] and [REDACTED]

12                   [REDACTED]: From my experience with [REDACTED]  
13 [REDACTED] was my best supervisor, and as a matter of fact,  
14 when I was leaving the department for like a trip to  
15 N [REDACTED] IMPO (phonetic), or other places, I put [REDACTED] in charge  
16 of the department because of [REDACTED] experience and  
17 expertise.

18                   And [REDACTED] is very knowledgeable, and from my  
19 experience with [REDACTED] is a good communicator.

20                   SPECIAL AGENT MONROE: Okay. Good. What  
21 was [REDACTED] relationship, if you can comment on it, with  
22 [REDACTED] before this TARP membership became an  
23 issue? Did they have a good relationship, or was it  
24 rocky, or how would you just describe it?

25                   [REDACTED]: When we talk about employee

1 issues, my supervisor will come to me and we will talk  
2 about it, but nothing really. Maybe a dry  
3 relationship, but nothing to really get to this point.

4 SPECIAL AGENT MONROE: Not  
5 confrontational, or --

6 [REDACTED] I don't recall. I don't  
7 recall.

8 SPECIAL AGENT MONROE: Okay. Do you have  
9 any reason to believe [REDACTED] belief that [REDACTED] was  
10 suspended and ultimately threatened with a poor  
11 performance appraisal and termination was in any way  
12 related to the fact that [REDACTED] raised this safety  
13 concern?

14 Do you see a connection between what [REDACTED]  
15 views as his adverse action, meaning [REDACTED] was suspended,  
16 threatened with a poor performance appraisal, and  
17 termination, and linking those potential acts in [REDACTED]  
18 mind to the fact that [REDACTED] raised a concern about [REDACTED]  
19 qualifications to be on TARP and the non-compliance  
20 with the procedures. Do you see a connection between  
21 those two?

22 MR. KEENAN: Is the question for [REDACTED]  
23 opinion of [REDACTED]

24 SPECIAL AGENT MONROE: Well, let me  
25 restate it. [REDACTED] thinks that [REDACTED] was suspended, and

1 [REDACTED] thinks [REDACTED] was threatened with a poor performance  
2 appraisal, and [REDACTED] thinks that [REDACTED] was threatened with  
3 termination because [REDACTED] raised a safety concern. That  
4 is his viewpoint.

5 Or is it the fact that [REDACTED] was suspended,  
6 possibly threatened with a poor performance appraisal,  
7 and termination, because [REDACTED] refused to comply with the  
8 assignment to be on the TARP team? Does that make it  
9 a little more clearer?

10 [REDACTED] The second basically, and  
11 that [REDACTED] was not accepting an assignment, a regular  
12 assignment, just like any other assignment.

13 SPECIAL AGENT MONROE: Okay.

14 [REDACTED] And that is basically it, and  
15 that if you don't accept this assignment, then your  
16 performance --

17 SPECIAL AGENT MONROE: There are going to  
18 be consequences for it?

19 [REDACTED] Yes, that your performance  
20 appraisal is going to read that you didn't meet one of  
21 the targets.

22 SPECIAL AGENT MONROE: Okay. Now, this is  
23 something that I would like you to respond to. [REDACTED]  
24 has made these statements that are floating around out  
25 there, and I would like to get a reaction from you.

1 PSEG Nuclear has created a hostile work  
2 environment, and nuclear safety issues cannot be  
3 properly resolved. How would you respond to [REDACTED]  
4 assertion or belief that there is a hostile work  
5 environment here?

6 [REDACTED] I think that is silly. I  
7 don't think that. As a matter of fact, if you look at  
8 -- and I think for the last 6 years or 7 years since  
9 I have been here, if you look at what we have in our  
10 business plan, and the type of meetings we conduct,  
11 and the type of safety, safety is always number one.  
12 It doesn't matter what kind of safety; radiologic,  
13 industrial, nuclear, any type of safety.  
14 It is the number one thing.

15 SPECIAL AGENT MONROE: Okay. So you would  
16 disagree that there is a hostile work environment  
17 here?

18 [REDACTED] Yes.

19 SPECIAL AGENT MONROE: And how do you  
20 think or why do you think that [REDACTED] has that feeling?  
21 Can you think of anything?

22 [REDACTED] Not really. I really don't  
23 know.

24 SPECIAL AGENT MONROE: So you feel free to  
25 write safety concerns, and write notifications? You

1 don't have any problem with that yourself?

2 [REDACTED] Yes. Yes.

3 SPECIAL AGENT MONROE: And [REDACTED] feels that  
4 management has a lack of sensitivity to nuclear  
5 safety, and that there is an excessive focus on short  
6 term production goals. Do you have any response or  
7 comment on those beliefs?

8 [REDACTED] No, I don't understand. [REDACTED]

9 is mainly a program manager for the maintenance group,  
10 and I don't understand where [REDACTED] is coming from and  
11 relates to that production. [REDACTED] is a maintenance  
12 program manager.

13 SPECIAL AGENT MONROE: I don't know. [REDACTED]  
14 just states that.

15 [REDACTED] So I don't know.

16 SPECIAL AGENT MONROE: It does not connect  
17 then with what [REDACTED] job does, because [REDACTED] is not in a  
18 production oriented part?

19 [REDACTED] Yes, [REDACTED] is just a program  
20 manager, and so I don't know.

21 SPECIAL AGENT MONROE: Okay. Do you all  
22 need a moment? Let's go off the record. It is 10:45.

23 (Brief recess.)

24 SPECIAL AGENT MONROE: Back on the record  
25 at about 10 of 11:00. We just took a couple of

1 minutes so [REDACTED] and Jeff could talk to make sure all  
2 the information was covered. I just had a quick  
3 question. There is vehicle called a DPO, a Different  
4 Profession Opinion?

5 [REDACTED] Yes.

6 SPECIAL AGENT MONROE: And what is that  
7 for?

8 [REDACTED] Basically it is just a  
9 process where an individual agrees to disagree on an  
10 item, and then that individual, or any of the two, can  
11 take that through this process, and then have someone  
12 else make that decision on whether it is okay.

13 And when I mentioned it earlier where [REDACTED]  
14 could go to or call the quality organization, that was  
15 really what I was trying to get at.

16 SPECIAL AGENT MONROE: To do a DPO.

17 [REDACTED] To do a DPO process and have  
18 somebody else looking at it, and that is what I meant.

19 SPECIAL AGENT MONROE: Sure. Do you know  
20 if [REDACTED] in fact did that?

21 [REDACTED] I do not know.

22 SPECIAL AGENT MONROE: And Jeff, you  
23 indicated that you had a clarifying question.

24 MR. KEENAN: Yes. [REDACTED] regarding the  
25 termination process at PSEG, does HR develop a package

1 for termination?

2 [REDACTED] Yes. As a matter of fact,  
3 the last few times that I have been involved, HR  
4 delivered a package for me to review on the issues.

5 MR. KEENAN: Okay. And was any package  
6 initiated or started with respect to [REDACTED]

7 [REDACTED] No, it was not.

8 MR. KEENAN: That's all.

9 SPECIAL AGENT MONROE: Okay. And is there  
10 anything that you would like to clarify or add for the  
11 record at this time?

12 [REDACTED] No.

13 SPECIAL AGENT MONROE: Okay. There are  
14 three questions that I am required to ask you. Did  
15 you provide your information voluntarily this morning?

16 [REDACTED] Yes.

17 SPECIAL AGENT MONROE: And were you  
18 threatened for your information?

19 [REDACTED] No.

20 SPECIAL AGENT MONROE: And did I or anyone  
21 from the NRC offer you any reward for your  
22 information?

23 [REDACTED] No.

24 SPECIAL AGENT MONROE: All right. And we  
25 will go off the record at 10:51 a.m. Thanks.

1 (Whereupon, at 10:51 a.m. the interview  
2 was concluded.)  
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Docket Number: 1-2003-010

Location: Artificial Island, NJ

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