

EXHIBIT 15

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UNITED STATES OF AMERICA
NUCLEAR REGULATORY COMMISSION

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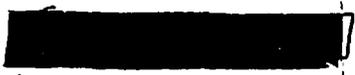
OFFICE OF INVESTIGATIONS

INTERVIEW

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IN THE MATTER OF: :

INTERVIEW OF : Docket No.

 *nc* : 1-2003-010

(CLOSED) :

-----x

Tuesday, April 29, 2003

TB2 Training Building

Conference Room

Salem/Hope Creek Generating

Stations

Artificial Island, New Jersey

The above-entitled interview was conducted
at 9:40 a.m.

BEFORE:

Special Agent Kristin Monroe

nc portions

EXHIBIT 15

PAGE 1 OF 54 PAGE(S)

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APPEARANCES:

On behalf of the Witness:

JEFFRIE KEENAN, ESQ.

Assistant General Solicitor

PSEG Corporation Nuclear-N21

Post Office Box 236

Hancocks Bridge, New Jersey 08038

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AK
5/14/03

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

(9:40 a.m.)

1
2
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 GIOCOMA: Yes, you did.

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nc 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.

6 SPECIAL AGENT MONROE: And you asked him
7 to represent you personally; is that right?

8 [REDACTED] Yes.

9 SPECIAL AGENT MONROE: And Jeff, would you
10 introduce yourself for the record?

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.

23 SPECIAL AGENT MONROE: Sure. Okay. And,
24 [REDACTED] you understand that Jeff is representing both you
25 and the company?

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[REDACTED]

Yes.

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

[REDACTED]

No.

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

[REDACTED]

I understand.

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

[REDACTED]

My full name is [REDACTED]

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

[REDACTED]

SPECIAL AGENT MONROE: And [REDACTED]

[REDACTED]

That is correct.

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

[REDACTED]

and I was born in

SPECIAL AGENT MONROE: Okay. And what is your social security number?

[REDACTED]

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SPECIAL AGENT MONROE: And you are [redacted].

[redacted]

[redacted] Yes.

SPECIAL AGENT MONROE: [redacted]

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

[redacted]

SPECIAL AGENT MONROE: And your home telephone number?

[redacted] It is [redacted]

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

[redacted] I have my engineering degree, Bachelor of Science in Mechanical Engineering, and I did not finish my Masters, but I studied for my Masters degree for a few years.

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

[redacted]

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

[redacted] Yes, I have an SRO

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

3

4 SPECIAL AGENT MONROE: Okay. And how long
5 were you in that position?

6

7 SPECIAL AGENT MONROE: And who did you
8 report directly to?

9

John Carlin.

10

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

11

C-A-R-L-I-N.

12

13 SPECIAL AGENT MONROE: Oh. And who
14 reported to you when you were the

14

15

I had

16

(phonetic), and at the time also

17

I had

18

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

20

About five months ago.

21

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

23

December.

24

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

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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 ~~ALL~~ 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

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

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

10

11 SPECIAL AGENT MONROE: And how would you
12 describe the quality of [REDACTED] work?

13

[REDACTED] Fine.

14

SPECIAL AGENT MONROE: Fine?

15

[REDACTED] Yes.

16

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

21

[REDACTED] The TARP program is post-
22 transient or transient -- it is a procedure that
23 basically that when you meet certain thresholds, you
24 would call a TARP team, and that could be anything
25 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 1/4 Alpha, Bravo, and
8 Charlie Teams, and the teams are selected by
9 management. ^{And Delta} ^{4 TEAM} [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

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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 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] 6/16/03

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.

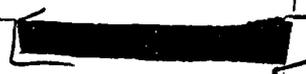
18 SPECIAL AGENT MONROE: Is there a specific
19 time? For example, if I am asked to be on the TARP
20 team, am I told how long the duration of my assignment
21 is going to be up front, or do I know, or does --

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

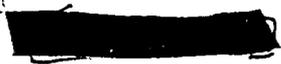
1 available in 90 minutes if that is your week, and it
2 is basically from Tuesday to Tuesday, from 11:00 a.m.
3 on Tuesday, to 11:00 a.m. on Tuesday.

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  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  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?

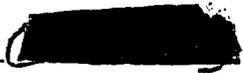
18 [REDACTED]: I don't think [REDACTED] was an ERO
19 member.

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

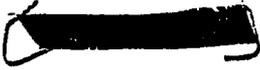
23 [REDACTED] No.

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

1 the organization?

2  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.

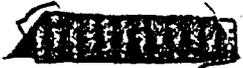
7 SPECIAL AGENT MONROE: Okay.

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

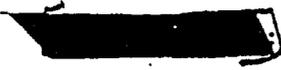
10 SPECIAL AGENT MONROE: That is what I was
11 going to say, that it is a good thing, as opposed to
12 punitive.

13  No, it is a good thing.

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

16  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  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

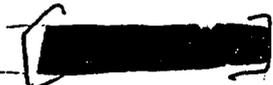
1 Engineering Manager's Meeting is a meeting where the
2 engineering managers get together, and they discuss or
3 they look at like a business plan, and we have got
4 certain things that they have to get done, and every
5 time is something different, okay?

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 he
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 [REDACTED] Right.

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

8 [REDACTED] Steve's title at the time
9 used to be reliability engineering manager, and now he
10 is a project manager of the ^{SW/CW} 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.

18 SPECIAL AGENT MONROE: Okay. When did you
19 first become aware that [REDACTED] was selected to
20 become a member of the TARP? Kind of walk me through
21 who, what, and when, or why, or how you became aware
22 of that?

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 [REDACTED] come and see me. And [REDACTED] made an appointment
 13 with me, and [REDACTED] 11/10/03 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]
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?

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 2/21/03

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?

NC [Signature]

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.

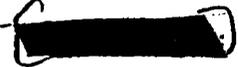
18 [REDACTED]: I think that is what it was,
19 but I don't remember.

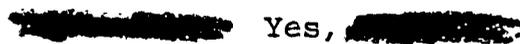
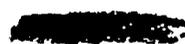
20 SPECIAL AGENT MONROE: So something in [REDACTED]
21 voice mail to you, you felt that you needed to follow
22 up and reinforce that this was only temporary, only a
23 temporary replacement for him?

24 [REDACTED]: Yes.

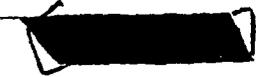
25 SPECIAL AGENT MONROE: Now, this is a

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 --

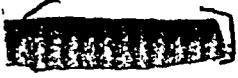
5  The notification number is --
6 SPECIAL AGENT MONROE: That?

7  Yes, 

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

11  No.

12 SPECIAL AGENT MONROE: Okay

13  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,  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? Did [REDACTED] 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 1 or 2~~ 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 [REDACTED]: 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 [REDACTED]: 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 [REDACTED] and
14 August 19th, 2002 with respect to -- there was some
15 sort of interaction between [REDACTED] and [REDACTED]

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

20 [REDACTED]: I will try to summarize it to
21 the best of my knowledge of what I remember and
22 recollect. [REDACTED] came to me, and [REDACTED] told me that
23 [REDACTED] still was resisting accepting the assignment, and
24 what I told [REDACTED] was that I wanted to make sure that [REDACTED]
25 gets ECP involved, and [REDACTED] 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 ^{Brown} Brown, who is
 13 the Human Resources Manager, and I told [REDACTED] ^{5/14/03} 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?

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.

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 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.)
3

4 I REVIEWED THIS DOCUMENT.
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CERTIFICATE

This is to certify that the attached proceedings
before the United States Nuclear Regulatory Commission
in the matter of:

Name of Proceeding: Interview of

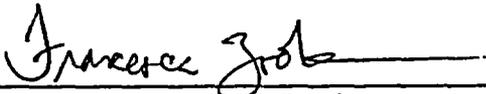
[REDACTED]

nc

Docket Number: 1-2003-010

Location: Artificial Island, NJ

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