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From: Gilbert Johnson
To: Gwm
Date: 12/29/03 9:57AM
Subject: Progress on Salem/HC interview reviews

I have finished reviewing the first three files and will use the "binning" recommended by Scott to document what I have "gleaned" from my review. One common theme in all three seems to be postponing corrective maintenance and "living with problems". I presume we have completed a P&IR inspection to ensure things that are postponed have no safety significance.

The insidious result of postponing work and "living with problems" is that it de-sensitizes people from reporting problems. Once the "average guy" figures it isn't worth reporting problems 'cause nothing will get fixed, the plant is on a very slippery slope. Not saying there is an indication of this happening at Salem/HC; just something we need to be sensitive to. The other issue is a loss of pride. Once people lose pride in the plant they stop "worrying" about it and their personnel commitment to the plant is diminished.

Gil

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