

## March 27, 2003 phone call with David Braun, Site HR Leader, PSEG Nuclear

Phone rings.

**Harvin:** Kymn Harvin.

**Braun:** Hi, Kymn. It's Dave. How you doing?

**Harvin:** Hi, Dave.

**Braun:** Kymn, after we spoke I guess it was a couple of days ago, it dawned on me, uh, and I know how stressful this is, you know uh making career changes or changing companies, and I probably made some wrong assumptions and if I can help I would like to do that now or going forward is the other people that we've worked with or that you know lose their jobs or have sense lost their jobs, you know I talk to them about some of the changes and the emotions that they go through and you know some of the different models to help them get through it. So I mean after you and I talked I mean it was clear you seemed angry with me and I'm thinking to myself, I made some assumptions because of you know your skills and your psychological experience and all those other things that you you know can help yourself through the process. All I'm saying is that if there's something I can do, if I can help or talk, I'd just extend that you to, that's all.

**Harvin:** OK, thanks Dave. I appreciate it...I'm uh...

**Braun:** Because, you know, it didn't, I don't know about you, it didn't land, it didn't feel comfortable it seemed strained and you know I know it is very difficult and when I went through it with Tom Brown and that whole group we eventually got to a good place. And I'm thinking to myself, I probably made too many assumptions because when it's you, you know what I mean, when it's us, it's just so hard to move ahead. And it just seemed like you might have gotten stuck and I just wanted to help, that's all.

**Harvin:** Well, I appreciate it. I'm not stuck um..you know, I have a variety of emotions. What I am having the most difficult time dealing with is um the chronology changing, the messages being inconsistent with what Harry told me originally. I feel, um, uh, I'm not being dealt with honestly to be honest with you...

**Braun:** OK.

**Harvin:** And um so you know the people who you know are in positions of authority here are sending very mixed messages. I mean Harry gave me very mixed messages from my meeting with him on Thursday to what you told me he said on Monday, and he's my boss, he hasn't told me much of this himself, and um you know you contradicted things he told me so I'm wondering what's really going on here, just to be honest.

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**Braun:** OK.

**Harvin:** So it's...and, as you could tell on Monday, you did catch me off-guard because Harry told me something

**Braun:** I was...uh...I mean you looked like I had two heads on and I thought I was somewhat you know merely relaying a message and it was clear I was telling you new stuff. So..uh...and even if...I don't like to have these conversations over the phone....but we're talking let me just...uh...even when talked last year, I would tell you and you saw me dance a little bit I thought your assignment was ending last year in 2002. So when you and I talked or you asked me or approached me I don't even know when it was you you said well Dave what do you know? And I told you honestly I said Kymn my understanding is that your assignment will end somewhere in the November December timeframe so I fully expected that your assignment would end in November or December when it didn't, like I said, it went on beyond that for a couple of months, it didn't sound or at least in talking to you earlier in the week that you knew that or knew that it was going to end quickly in the first quarter. So when I looked at your face that was not somebody who says well, gee Dave, I fully expected this. I knew it was going to come quickly and whatever so...

**Harvin:** No, because I had followed up with Harry myself and never had been told by him my position was in danger of being eliminated. And I would not have transferred from Corporate and given up my ability to be on rotation if anyone had told me when I transferred from Services to Nuclear you know last December that it was only going to be a year-long assignment. I mean if I had stayed part of Jeana Wirtenberg's organization, I'd have a place to go back to.

**Braun:** Uh-huh.

**Harvin:** So, I feel like I have been, frankly, dealt with somewhat dishonestly if that was always the intention. So, um, I'm not sure anymore who to trust, what's going on. I know in many cases you are just the messenger, um, but sometimes you're the messenger Dave of um...messages that I don't think should be sent.

**Braun:** OK. Can you, can you help me with that one...or the messages that shouldn't be sent...I..uh..you lost me a little on that one, Kymn.

**Harvin:** Did Harry tell you what I met with him about on Thursday?

**Braun:** No, he didn't go into any detail or anything. I mean...

**Harvin:** Well, you should ask him.

**Braun:** Oh, OK.

**Harvin:** Cause it is very interesting that I go to him and have a conversation and then he calls you and asks you to accelerate my departure. I don't consider that an accident, given what I shared with him.

**Braun:** Yeah, I don't know what he...it sounds like...it's obviously something he didn't share with me so..uh...yeah, I don't know what that is and uh...

**Harvin:** So he may be putting you in an uncompromising position and you may be unaware of that. And I frankly believe he did.

**Braun:** And when you say...you mean this, this last week...you don't mean when he first met you to tell you of your pending layoff or that sort of thing, right?

**Harvin:** I actually mean both meetings...

**Braun:** Oh...

**Harvin:** But the one I am speaking of specifically is the one last week.

**Braun:** OK, um...OK, yeah, I can certainly talk to him. Uh..as I said I know we've got where we are now. Are you comfortable or do you want...I mean I guess there's no point in speaking further about it if tomorrow obviously is your last day on site, that sort of thing.

**Harvin:** I may Dave, I'm not sure, have a problem with the 10 o'clock timeframe, um....I am moving toward what I need to to [sic] support your request or Harry's request or Tim's request, I'm actually not sure whose request it is anymore, I did talk with Tim this morning and he made it clear this was Harry's call, not his....which is another contradiction. I just it's like everybody I talk to...there's nothing consistent..um...other than somebody, somewhere wants me out of here faster for some reason. So, that's what I'm left with. Anyway, if you stopped into my office you saw I have a lot of stuff here, and I have some work to write up, some work to complete, that I owe different people. And I have a whole office to pack up and stuff. All I am saying is the 10 o'clock timeframe is likely going to be too early but I will be in some way ready tomorrow even though I want to make it clear to you, as I did on Monday. This is not my preference. I understand I am being given an order and I don't think I...I mean, an order is an order. I certainly don't agree with it, I think I have, I had a number of meetings scheduled next week both here and at Corporate...uh..and I think it is an inappropriate action to ask me to leave early for no reason.

**Braun:** OK, uh..what was I going to say...Kymn, I think that's the other healthy thing though as far as moving on. I mean most of the people that would be in your position with just a couple weeks left or whatever would be, I mean this last group they are all taking interviews, going to job fairs, that sort of thing so I mean at this juncture it really is important that you you know look for other positions or whatever. So I mean, as far as the break here, it is time to transition, and like I said, Kymn has to look out for herself too you know to look for other employment or whatever you know whatever career moves are available.

**Harvin:** Well I made the decision that what was best for me was to work until April 16<sup>th</sup> because this hasn't David been a job to me. This has been a mission. And when I came here and took this on, it was to help make this a great place to work for people.

**Braun:** Yep.

**Harvin:** And that job is not done. And, um, I intended to work up until the last day on that and I am confident about my future so I didn't choose, as some people did, to go on job interviews and job fairs and all of that. So..and I was shocked to find out I didn't have that latitude.

**Braun:** Um...okay...Are you going to hook up...I heard you as far as the time...the only thing I will ask is that for the outprocessing, I think we have a staff meeting so that Dana or Debbie or whatever for the exit interview, you're saying you'll just reschedule that though..with Dana or Debbie?

**Harvin:** Yes, I'll do it tomorrow. It will just more likely be in the afternoon. I mean, I assume, once I have that interview my badge is deactivated...is that correct?

**Braun:** Right.

**Harvin:** Okay, I want to have all my stuff, and do that appropriately. I do have one problem, however. My..I do have a company laptop. It is not with me; it is at my home which is two and a half hours north of here.

**Braun:** That's okay, you can drop it off or mail it or something when you get a chance. That's no problem.

**Harvin:** OK, alright. I just wanted to be sure of that.

**Braun:** Alrighty, Kymn. I'll talk with you later.

**Harvin:** OK, thanks for calling.