

12/16/03 9:40A - 12:15

[REDACTED] 1C

[REDACTED] 1C

✓ EXPLAIN INQUIRY - NOT SUBJECT - VOLUNTARY - OATH
SALEM SIDE

ID - BACKGROUND
WORK EXP @ SALEM

[REDACTED] 1C

PEOPLE WORKED FOR:

[REDACTED] 1C

PEOPLE WORKED WITH:

INFORMATION DEVELOPED
INDICATES SOME PROBLEMS

✓ EXPLAIN WHAT GOES INTO SCWE

INTERESTED IN: SAFETY
- ABILITY TO RAISE CONCERNS, w/o
FEAR OF RETAL - HOW THOSE CONCERNS
ARE RESPONDED TO - AND AT YOUR
LEVEL IN PARTICULAR - THE
DECISION MAKING IN TERMS
OF PLANT OPERATIONS -

3 1/2 yrs SM: HAVE THERE BEEN
HOW WOULD YOU DESCRIBE THE

IN TERMS
OF THAT:

✓ HAVE YOU ~~SEEN~~ OBSERVED ANY CHANGES FROM THE
YOU CAME ON AS SM (OR SRO) SCWE

HOW WOULD YOU RATE THE ENVIRONMENT

3 1/2 yrs - Sms -

[REDACTED]

16 yrs.

1C

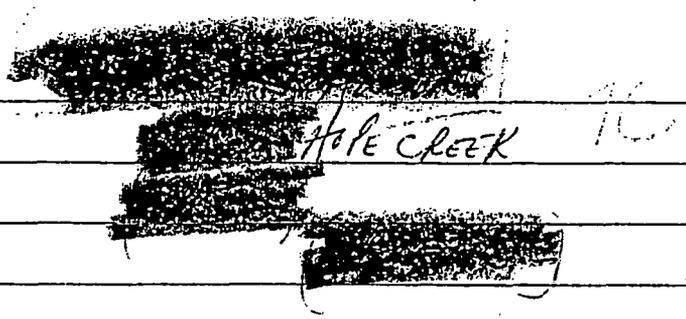
N-30

TIME / DATE PLACE
PRESENT

SUBJECT
SR. PROJ

INTVW WITH -
SUBJECT

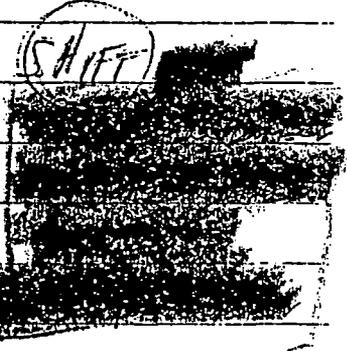
DOB / SSN
ADDRESS



- EQUIPMENT
- PROCEDURE COMPLIANCE -
- PROGRAM ISSUES

OPERABILITY NOT A CONCERN - HAD MORE TIME ON THAT

NOTIFICATIONS - 3.24
STG 103 - no improvement



Comfort level w/ passing concerns -

a committee

schedule pressure

CRS - thorough, conservative
OS - more push to get things done

Union -

Sept. outage - improved ->

in feed breaker 11/2 Sept 02
Counsel person Sept. 03
2 outages in 12 mon - opportunities

Work Control CAP
doesn't understand

all

11/7/04 @ [redacted] - Location [redacted]

DLTS - Present

Character -
work history -

[redacted] NL

[redacted]

[redacted] NL

at

outage NCO before 2001-2002 Outage NCO

- a shift B - [redacted] prior to Outage [redacted] NL

off-gas issue - 40 cfm - 50+ when had concern
about 1 yr. ago -

[redacted] NL

potential release - something could be wrong

FSAR procedure said 75 - believed higher than 75

[redacted]

not sure who NL

7 weeks later heard made wrong decision

ability to
raise concerns

[redacted] NL

[redacted] NL

[Redacted]

- "Lodona"
early 2002 - "concern" 1st time - angry

ERS - [Redacted]

TL

walked off site

[Redacted]

TL

2002 time

told to too monitor historian

[Redacted]

removed from shift -

[Redacted]

TL

on control rods - not involved in briefing
disciplined re March event

[Redacted]

TL

10/26/03

7C

3/31/03 OFF-LAS ISSUE - HC

NCOs -

need
to check
records

Shift Supv. - what was their response -

Sr. - Thought not getting attention needed -

[redacted] - got involved

[redacted]

7C

told Sr. -

S

[redacted]

C

AL

Understood it as issue - TRAP team looking at it

[redacted]

not comp. - write notification saying "shut down"

gave to [redacted] - response "does not need to be a Level 1"

disigned -

[redacted]

AL

STA - strongly saying outside of design - did not say to shut down

Engineering goal. - flow OK to 150 (at 75)

7C

[redacted]

called - asked what concern was - "said

looking into it" - not ordering

diesel leak - gone

[redacted]

AL

(left - Environment Lab (Hqs.))

[redacted]

parts missing to fix the diesel -

7C

under pressure to keep diesel gen from being declared inoperable -

[redacted] - 7C
[redacted] - punchcard
bypass interlocks to continue
pressure on safety key [redacted] - 7C
[redacted] not present

when raise

Ex perenni level of some supervision -

since deregulation - risk assessment + acceptable risk

1 Shift diesel

7C
7C

1-200-0318

2nd page
cover position

10/23/07

[Redacted] ([Redacted]) SACOM

3^A digital feed
reg valve stuck & non-responsive

S³⁰ RCT-

stack 74% open -

[Redacted] AC

[Redacted] AC

7A - turn over
Still potential controls issue

[Redacted] 7C

Coming offline

[Redacted] fold him when he came in that he
was not comfortable with time period

AL [Redacted] recognized valve stuck

pressure?

[Redacted] 7C
Conversion re [Redacted] instructions

p. 123

p. 127 - p. 128

per KH

AL

interviewed [redacted] during ECP investigation of KH decision alley.

did he have input into her goal 1/03 -
90% did not trust or value KH's view? believe why?

AL

rev. 2 [redacted] intrus + list of 10 grievances

AL

- all [redacted] news re 3/18 incident

2 incidents re [redacted] involved with per KH
original package

✓ SCWE issues (for DV.7)

ECP statement:

"felt blackballed"

not positive relationship in past year
not able to get through to [redacted] re WCM issue
per to RF09 - no recollection of negative/criticism of [redacted]

position - [redacted] comments

move to WMB - discussed with [redacted]
loss of license for [redacted]

AL
7C

March 03

- During forced outage -

Debate between licensed operators + corporate
(in middle)

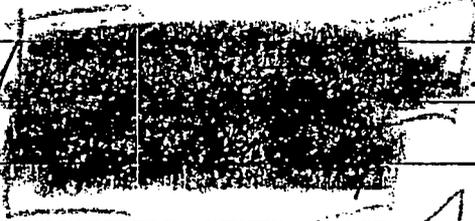
Decision made to continue operating rather
than fix the valve

End dec. - valve fixed

O'connor visit - comparison to HC: "unsafe"
asked to do anything unsafe?

6/28/03 incident involving EDG Leboer exceeding LCO
time - pressure to avoid shutdown -

Aware of any unsafe (nuclear safety) requests
to licensed operators or Shift Mgrs - at HC

Change of power w/  - affect on ops -

16

year, why purpose

did not go into management

1996 - opportunity

didn't like

hassle

OT removed

1999 - 2000

Training + Regual

also

awareness of m. management

OS-OM change direction from old conservative cell

Examples of that -

Examples of opposite

ops did show all production

startups - off gas issues

had seen that before

Safety 1st - if not safety, generation / production

on schedule - don't make people

- possible other incidents re push non-conservative

- " incidents for conservative decision making

Specific incidents -

IRMs resolved -

SRMs not
APRMs - as low

rod
"to '78" "rod that took critical"

Could not recall other OS who he gave concern
to re. stand up w/ degraded equipment

ok

9/9/03 INTVW K. HARVIN

When did [redacted] get there > to "focus on people side" of business

References

[redacted] starts summer 2000

operated leadership focus led victory - transitional period at S/AC

INPO performance - #'s re plant performance noted 3 - poor

[redacted] makes progress - then stays at summer 2002 re INPO "initiatives" affected attitude toward workers -

[redacted] - they are the problem "broke" down franchise with leadership team

After 2002 retiring

[redacted] pressured to make change happen to improve operating and efficiency performance "put the blame" to the union

then [redacted] moves [redacted] has to deal "inside the fence" [redacted]

INSTANCES

① [redacted] ballistic over N/A a line in a procedure from to restart - from [redacted] - 2002

AC [redacted] thought [redacted] should be removed from [redacted]

message to operators "production over safety" [redacted] [redacted]

15+ known instances of distrust between (Sr. Management and Ops leadership) - and (licensed SRO. + Sr. Management) re pressure to make non-conservative decisions

1- [redacted] p. 47 - did not trust [redacted]
(p. 47-48) 2- [redacted] [redacted]

Hope Creek
March 2003

96-97 discussion of ¹⁰⁰ [redacted]

7C

(2)

p. 89 - calls to [redacted] to keep
unit online (March valve incident)

- p. 91 re pressure in [redacted]

from [redacted]

(3)

p. 165 working w/ [redacted]

7C

[redacted]

planned to learn KH position [redacted]

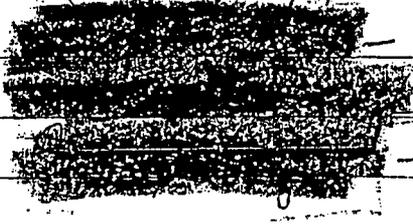
p. 181 "They are out to get you" - to Hawaii
189-190 -

100 day initiatives - KH responsible with directors
[redacted] for plans from 2003-04 - what happened

7C

p. 184 ? Corporate enterprise

Issues - re safety issues



list of safety issues unresolved
- "appalled"

forced for not immediately going to PFD test

Union training technical work not done correctly - CA + miller
- Supervisor + others returned to duty after
union threatened  11

71 ✓
[redacted] p. 83

Incidents

p. 39 N/A a step - ^{summer} 2002 (during outage) (Salem)
"gap at license" line problem

[redacted] position eliminated Sept. 03)
71 ✓

p. 83 - told [redacted] not to commence
shut down (June 03 event)

direction - not a direct order

p. 86 - [redacted] considerable pressure from [redacted]

[redacted] interviewed as part of EOP investigation

0.195 KH "tried to fight back against VP's misguiding the site"

71 ✓
71 ✓

p. 76-77 re [redacted] harsh treatment by [redacted]
re raising nuclear safety issues

p. 88 re "dangerous" comment re 3/03 valve incident
↓ p. 93 through p. 95

[redacted] present & got upset during phone call
w/ [redacted] re debate to keep ^{unit} online

76

p. 105

p. 148 re ECP investigations re Harvin

Does his testimony to ECP conflict with
his statements to Harvin?

p. 151 - [redacted] assessment of interview process

77

p. 164 Harvin believes [redacted] is only one (of 3)
directors engaged in doing his job 78

p. 182 → [redacted] involvement in her plans for continued
employment on site

- 100 day initiative

79

11/7/03

Thurs. 5P
w/ Alp

1 1/2 - 2 yrs. ago culture -

change philosophy - money

not fixing equipment -

air start motors
diesel generators

addressed concern today

NEO rack breaker

conflict in logic control power

JCO ->

Supv.

Main steam MSD2

BF19 stuck valve

CAP

Since when

tagging errors - wrong components, NEO tagging wrong components

Frustrated over not fixing equipment

TC

CRS Def - sti

of 20

3 would be nice "call it like it is"

TC

Today's date is _____ and the time is _____. Speaking is S/A ___ with the NRC Office of Investigations, Region I. Also present from the same office is S/A _____.

What follows is an interview of _____, spelled _____, who is currently/formerly employed by _____. (Indicate if represented by counsel, _____, is also present and will describe the purpose of their appearance today shortly.) As agreed, this interview is being tape recorded (or transcribed by a court reporter, _____, for _____.) (This interview is being conducted pursuant to a subpoena received by _____ on _____.) The location of this interview is _____.

The subject matter of this interview concerns _____ and _____ is being interviewed as a witness/subject in this investigation.
(brief/general)

The allegations involve potential violation(s) of 10 CFR:

- (reactor) 50.5-deliberate misconduct.
- (reactor) 50.7-employee protection.
- (materials) 30.7-employee protection.
- (materials) 30.10-deliberate misconduct.

Or _____.

Oath

As explained prior to going on the record, the interview will be conducted under oath. Do you have any objection to providing information under oath/affirmation?

Would you please raise your right hand to be sworn in. "Do you swear (or affirm) that the testimony you are about to provide shall be the truth, the whole truth and nothing but the truth so help you God?"

_____, for the record, please state your full name and spell your last name.

Counsel

(Atty) _____ please describe the purpose of your appearance here today. (Who is atty employed by and are they acting as the personal representative for interviewee in regard to this investigation?)

(Witness) Do you understand the purpose of this representative as described?

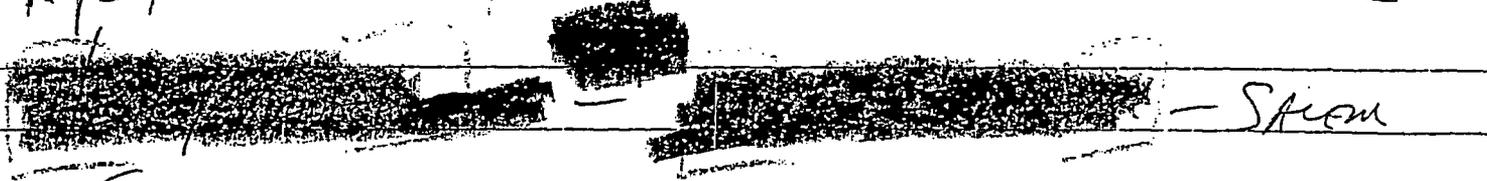
(Witness) Does your employer require you to have an attorney present when you are interviewed by NRC-OI?

Were you in any way threatened with any adverse action if you did not request corporate counsel?

WILL REQUEST TRANSCRIPT REVIEW

11/6/03

TL



- SALEM

FOCUS OF CONCERN -

MANAGEMENT DECISIONS RE FIXING PLANT EQUIPMENT

MMIS - old system worked -

SAP - cannot follow problems through

- sometimes have to check "eighteen" places to find notification

RAISING CONCERNS: DO PEOPLE RAISE ISSUES/CONCERNS REGARDING NUCLEAR SAFETY?

ISSUE RE POTENTIAL. CONSIDER: VIOLATIONS OF TECHNICAL SPECIFICATIONS / LICENSE REQUIREMENTS

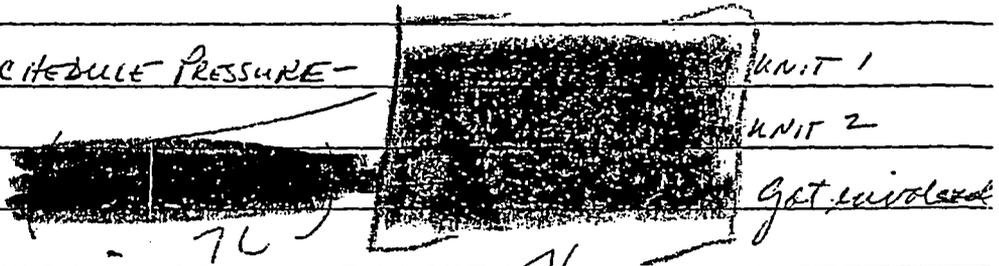
DO YOU PERSONALLY FEEL ABLE TO RAISE A CONCERN / PUSH AN ISSUE W/O FEAR OF RETALIATION? HAVE DONE SO?

EVER SAW, FELT, HEARD PRESSURE OR DIRECTIVE THAT PLACED PRODUCTION OVER SAFETY? MEGAWATT MENTALITY - PUSHING LIMIT OF

NON-CONSERVATIVE DECISION MAKING

ISSUE RE SAVING TIME / SCHEDULE PRESSURE -

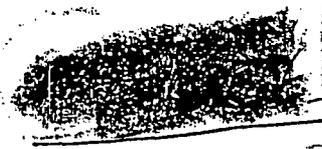
(OCT 31 OR 11/1 OR 11/2)



UNIT 2 OUTAGE

TL

9:15A - 11:



SACEM

1/clear requirement
tech spec resolution
inadvertent release of radioactive material

11/6/03

LEVEL 1 - Root Cause w/TARP
LEVEL 2 - EVAL - DONE
LEVEL 3

"X" LEVEL 4

INTVW CALLED TO ADD —

degradation issue - not known -
operability?

? Loss of OT - amounted to 4 HRS LOSS - maybe
didn't amount to a loss

12/02, 6/03
10x SWITCH 12/21/02, 6/14/03 - w/notifications

When procedures not followed - written up. - some don't have issues

10/24/03 -

"Good guys - do the right thing"
SROs -
/ tried to stand up own
/ better into ground TC

Problems with -
Planes on AOMC - don't promote right thing
TC

using Cop. Agreement
for Sect B. - had approx 50.7 - needs more review of issues - "close"
All TC

OCTOBER 15 UPDATE ON SALEM/HOPE CREEK ALLEGATION

UPDATE ON OI INTERVIEWS

- OI has interviewed 4 of the key senior managers the allegor pointed to. Overall, while acknowledging there has clearly been increased emphasis and attention to economics, the senior officials interviewed said in no case has production overridden safety. A few were adamant that the allegor's portrayal of an "unsafe" situation is off base. There have been some mixed stories on specific incidents that the allegor has cited in registering her concerns, however, and OI is pursuing these disparities with staff assistance.
- While senior officials say ~~that the plants are safe~~ ^{plant operations are based on safety} overall, a couple have registered concerns of their own about the environment. One former senior manager said he is considering an employment discrimination case himself, feeling he was let go for having regularly challenged top level management decisions.
- OI has begun review of an extensive investigation performed by Winston and Straun at PSEG's behest in response to previous allegor complaints. The investigation concluded there -- while ~~plant leadership needs improvement~~ -- there was not a "chilled environment" and the allegor was not discriminated. *id'e*

ALLEGOR STATUS

- The allegor served a civil suit on top PSEG officers on October 10.
- The allegor continues to contact Region I and OI with information and concerns expressed to her by staff (some of which are still on site).

OFFSITE STAKEHOLDERS

- Congressman Loblondo's staff approached NRC with general questions about this situation indicating information on the allegor's concerns are becoming more widely known.

PSEG ACTIONS

- PSEG continues to make management changes at the station. For example, Roy Anderson has brought in a new, senior VP of Ops (Chris Bakken, formerly of DC Cook) and a new Hope Creek plant manager (Jim Hutton, formerly of Cooper and EXELON/PECO).

NRC ACTIONS

- The staff and OI are continuing to pursue this matter as a matter of top priority.