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. 1-2003-045

[redacted] 7C :

(CLOSED) :

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Thursday, June 10 , 2004

Human Resources Department

Building TB2

Salem Hope Creek Nuclear Station

Hancock's Bridge, New Jersey

The above-entitled interview was conducted at 9:46 a.m.

EXHIBIT 42

PAGE 1 OF 32 PAGE(S)

BEFORE:

Special Agent JEFF TEATOR

2003-045

Information in this record was deleted in accordance with the Freedom of Information Act, exemptions 7C

FOIA- 2005-194

1 APPEARANCES:

2

3 ON BEHALF OF PSEG AND ([redacted]) 7C

4 JEFF KEENAN

5 Assistant General Solicitor

6 PSEG Services

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

2 (9:46 a.m.)

3 SPECIAL AGENT TEATOR: Today's date is

4 June 10, the year is 2004. My name is Jeffrey Teator.

5 I'm a Senior Special Agent with the NRC's Office of

6 Investigation. It's approximately 9:46 in the

7 morning.

8 This morning, I am doing a reinterview of

9 [redacted] This interview is taking place in the

10 Human Resources Department, in the Building TB2, at

11 Salem Hope Creek Nuclear Generating Station.

12 [redacted] this is a reinterview of you.

13 Again, it's voluntary. Knowing it's voluntary, do you

14 wish to go forward?

15 [redacted] Yes.

16 SPECIAL AGENT TEATOR: Okay. And do you

17 have any objection to providing sworn testimony?

18 [redacted] No, not at all.

19 SPECIAL AGENT TEATOR: Raise your right

20 hand for me, please?

21 [redacted] do you swear that the

22 information that you are about to provide to me is the

23 truth, the whole truth and nothing but the truth?

24 [redacted] Yes, it is.

25 SPECIAL AGENT TEATOR: Okay. You're

1 represented by counsel today. Counsel is the
2 representation the same as it was during the initial
3 interview of [redacted]
4 MR. KEENAN: Yes, it's the same
5 representation.
6 SPECIAL AGENT TEATOR: Okay. [redacted] is
7 that your understanding?
8 [redacted] Yes, it is.
9 SPECIAL AGENT TEATOR: Okay. You want to
10 go forward with counsel present?
11 [redacted] Yes.
12 SPECIAL AGENT TEATOR: All right. Okay.
13 You're still considered a fact witness in the
14 investigation. Although you were involved in
15 discussions and directions given to you by your
16 managers, [redacted] about moving up
17 Kim Harvin's last day here, at this point, I still
18 consider you a witness in the investigation.
19 [redacted] Okay.
20 SPECIAL AGENT TEATOR: All right. I want
21 to talk about a couple of areas if we could to kind of
22 finish up here on the March 18 through March 28 time
23 period.
24 [redacted] Sure.
25 SPECIAL AGENT TEATOR: So that's where I'm

1 going to begin. Now, you testified to me earlier that
2 on March 18, 2003 there was a meeting during which
3 [redacted] and you had a meeting after
4 a meeting involving a larger group of HR people; is
5 that correct?
6 [redacted] Yes.
7 SPECIAL AGENT TEATOR: And you testified
8 that during this meeting between [redacted] and
9 yourself, you were directed by them to move up Kim's
10 last day.
11 [redacted] Yes.
12 SPECIAL AGENT TEATOR: Is that correct?
13 And the direction was that her last day was to be that
14 Friday, March 21, 2003; is that correct?
15 [redacted] Yes. I think the conversation
16 was, "Make it happen by the end of the week," which
17 would have been the 21st.
18 SPECIAL AGENT TEATOR: Okay. All right.
19 Now, did you communicate the direction to anybody down
20 here at the site?
21 [redacted] I can't remember a specific
22 conversation, but it sounds like something that I
23 would be talking to [redacted]
24 [redacted] about the date being the 21st
25 of that week, but I don't remember a specific

1 conversation. As I looked at my calendar week, that
2 was -- well, the whole month was the month of hell,
3 but that particular week was very, very busy. The
4 19th we had an offsite, we were at the training
5 center. I had an arbitration prep on the 20th and,
6 like I said, an IR meeting. So I'm not sure if I had
7 a specific conversation with [redacted] or [redacted] about what
8 I was asked to do.
9 SPECIAL AGENT TEATOR: Can you tell me
10 where you were at on the 19th or March 2003?
11 [redacted] Sure.
12 SPECIAL AGENT TEATOR: I mean you're
13 looking at your calendar. Where were these meetings
14 on the 19th?
15 [redacted] Okay. The 19th, this is out
16 at the training center.
17 SPECIAL AGENT TEATOR: Okay. In Salem.
18 [redacted] Yes.
19 SPECIAL AGENT TEATOR: The backside of
20 Salem. All right.
21 [redacted] Yes. So these were a series
22 of meetings for Chemistry and Ops which were
23 characterized as an intervention. So there were a
24 number of issues between Salem Ops and the Union.
25 Same way with Salem Chemistry and the Union. So we

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had set up well in advance of this a meeting to try to resolve some of those differences. So as I remember, [redacted] and [redacted] were down, we had the station management, [redacted], [redacted], myself. So as I looked around -- or trying remember around the room, there were quite a few people, maybe 12, 15 people or something for these meetings.

SPECIAL AGENT TEATOR: Right. I guess what's bothering me a little bit is --

[redacted] Sure.

SPECIAL AGENT TEATOR: -- why -- it doesn't appear that any -- that you took any substantive action to make that happen by the 21st, by the end of the week, that meaning having Kim's day moved up by the end of the week. I'm looking for an explanation there, and I'm -- what is your explanation? I'm just thinking to myself, and hear me out, you're being told by the [redacted] your told by your immediate supervisor, [redacted] to make this happen by Friday. All right. Fine. I mean everybody's busy all the time, and I understand that, but -- and I'm not being -- I'm not looking to be critical of you. I'm trying to get an understanding of what you did to make that happen, and if it didn't happen, why? Well, it didn't happen.

1 [redacted] Right. That's a fact. I did
2 -- like I said, it was an extremely busy week, and
3 sometimes I'm a little head strong or whatever you
4 want to call it. So if I'm looking at my schedule and
5 say I can't make it happen this week, it's Monday or
6 Tuesday is just as good or whatever. I'm not saying
7 I made a conscious decision to ignore what they told
8 me to do. All I'm saying is that I got tied up in the
9 week and it didn't happen like it was supposed to.
10 SPECIAL AGENT TEATOR: Did you make any
11 attempt to telephone Kim to tell her about that?
12 [redacted] No.
13 SPECIAL AGENT TEATOR: Why not?
14 [redacted] Because it would be my
15 responsibility to be here. And tell you candidly, I
16 wanted to be here or around when that was happening.
17 I knew it was -- or I believed it was going to be a
18 difficult separation, and I wanted to be here to make
19 sure that if I didn't oversee it, I was certainly here
20 and available.
21 SPECIAL AGENT TEATOR: Why did you think
22 that it was going to be a difficult separation?
23 [redacted] I got a sense through all of
24 this that Kim did not want to leave, and I think she
25 was making every effort through her communications

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1 with [redacted] and everyone else that it was her
2 belief that she was needed, she should stay, and I
3 believe that she was going to work very diligently to
4 make that happen and for somehow to stay and remain
5 with PS even though the decision had been made, like
6 I said, months ago that she was going to be separated.
7 And that pretty much bore out through the
8 conversations through that week, the next week, and
9 the day before she was supposed to leave she said, "I
10 can't leave. I got more things from [redacted] to do," and
11 whether the word is "directive" or whatever is I said,
12 "No, Kim. Today is your last day, and we'll stay and
13 we'll make that happen." It was originally scheduled
14 for 10:30 in the morning on Friday and she kept on
15 procrastinating and procrastinating, and I told [redacted]
16 [redacted] I said, "We're staying till midnight if we
17 have to because this is happening today."
18 SPECIAL AGENT TEATOR: Right. Okay. Does
19 [redacted] handle most of the final meetings with the
20 employees when they're separated? Does she do most of
21 those?
22 [redacted]: [redacted] or both.
23 SPECIAL AGENT TEATOR: Okay. So then my
24 question is going to be, all right, you're busy both
25 Thursday and Friday. You're not getting to making

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that happen. Why didn't you have or direct [redacted] or [redacted] to have that communication with Kim Harvin?

[redacted] Because you usually want to have that conversation too far in advance of their actual separation.

SPECIAL AGENT TEATOR: Well, you're talking two days, though.

[redacted] Yes.

SPECIAL AGENT TEATOR: Okay.

[redacted] And I wasn't here on that Friday, so I had an -- on that Friday, the 21st, I had an arbitration up in Mount Laurel, so I wasn't there that Friday.

SPECIAL AGENT TEATOR: You weren't here at all that Friday.

[redacted] No. No. In fact, if I remember right, I think I called [redacted] to set up the meeting with Kim, I think it was, the following Monday or something.

SPECIAL AGENT TEATOR: Right.

MR. KEENAN: Would it be helpful to try to ascertain [redacted] o[redacted] schedule during that time period? I mean that's something that we haven't -- I don't have.

SPECIAL AGENT TEATOR: Right.

1 MR. KEENAN: I don't know how hard it
2 would be to obtain but that might help refresh your
3 recollection on whether they were available.
4 [redacted] Well, you can look, but I'm
5 just telling you I don't remember directing [redacted] or
6 [redacted] to do that. So I mean you could look at their
7 schedule, but I'm not laying it off that they weren't
8 available.
9 SPECIAL AGENT TEATOR: Right.
10 MR. KEENAN: My simple point was if you
11 knew at that time period that they weren't available,
12 that might have been a reason why you wouldn't have
13 contacted them.
14 SPECIAL AGENT TEATOR: Yes. Okay.
15 MR. KEENAN: But I simply don't know that
16 one way or the other.
17 SPECIAL AGENT TEATOR: Right. I might
18 want that. Let me think about that, okay?
19 MR. KEENAN: Yes.
20 SPECIAL AGENT TEATOR: See, I'm just --
21 I'm not struggling but I want to have a clear answer,
22 and I need a clear answer that the decision to move
23 her up was made on the 18th.
24 [redacted] Yes. I don't know how to
25 assure you. I personally know that that's when the

1 decision was made, but I mean I don't know how else to
2 reassure you of that.
3 SPECIAL AGENT TEATOR: Okay. Now, you
4 said you attended a meeting on the 19th, March 19th,
5 and we had a discussion prior to going on the record
6 about that. Can you go ahead and tell me how that's
7 relevant to what we're talking about today?
8 [redacted] Yes. I believe it's relevant
9 because it was about Kim's assignments being over and
10 her not recognizing that her assignments are over. So
11 on the 19th, as I said earlier, there was, I'll all it
12 an intervention. There were two interventions, one
13 for Chemistry and one for Ops. so you had the
14 management for both in attendance at those meetings,
15 one at 7:30 to 12, and the other one started after
16 lunch.
17 SPECIAL AGENT TEATOR: You're looking at
18 your calendar.
19 [redacted]: Yes. Yes.
20 SPECIAL AGENT TEATOR: Okay. Go ahead.
21 And as I recall, Kim showed up. So this is outside of
22 the training by the -- well, you don't know the area,
23 but Training Department, right outside of the
24 cafeteria there. The room was immediately next to the
25 cafeteria, and Kim is there in advance of these

1 meetings. So I think it was [redacted] and I, you
2 look around and say, "Well, what's she doing here?"
3 "I don't know. I didn't invite her." And then [redacted]
4 [redacted] said, "I'll take care of it." [redacted] went and he
5 talked to Kim and basically he told her that she
6 wasn't welcome in the meeting, and she didn't attend
7 the meeting.
8 SPECIAL AGENT TEATOR: Okay. If you saw
9 Kim there at that meeting, why didn't you take some
10 time to go tell her about the decision to move up her
11 date?
12 [redacted] I don't know. I didn't think
13 about it. But it would have been the next day; yes,
14 you're right.
15 SPECIAL AGENT TEATOR: Well, you were told
16 the day before to make it happen by the end of the
17 week, and then you see her on the 19th at this meeting
18 out in the Training Center, so I'm looking for an
19 explanation as to why you didn't tell her then.
20 [redacted] Because I couldn't -- I mean
21 as I'm looking at this calendar, I couldn't make that
22 happen. I wasn't here for Friday. If I'm tied up all
23 day on the 20th, I don't know that I could have made
24 it happen. Like I said, I wanted to be available,
25 much as I was on the following Friday the 28th, that

I was available to help or assist in the separation if I had to. All I'm saying is that, and maybe it would have been better to have that conversation, but I wasn't prepared to actually out-process her on the 21st. I wasn't here.

SPECIAL AGENT TEATOR: Didn't [redacted] and [redacted] actually do the out-processing?

[redacted] Yes.

SPECIAL AGENT TEATOR: Not you.

[redacted] That's correct.

SPECIAL AGENT TEATOR: All right.

[redacted] That's correct. But I was here as a resource available as to manage an event. It got difficult. I personally want to be available for some of these more difficult separations. I've been through some difficult separations. I just have more experience than [redacted] or [redacted]. It's really that simple.

SPECIAL AGENT TEATOR: Okay. Well, then why didn't you do the separation meeting with Kim on Friday, the 28th if that's true?

[redacted] It was clear that I wanted to keep it as, let's say, cordial as possible. It was clear by this time that Kim and I were probably not on the best of terms. Ever since the conversations she

1 had with [redacted] -- or I had with [redacted] the prior
2 month, in February, I think she resented it. She felt
3 as though I owed her an apology for telling [redacted]
4 [redacted] that she was going to be laid off. And, like
5 I said, I won't say that we ever had a relationship
6 but our interactions were somewhat strained.
7 SPECIAL AGENT TEATOR: I hear what you're
8 saying but it's not adding up to me.
9 [redacted]: Okay.
10 SPECIAL AGENT TEATOR: If you wanted to
11 make sure you were here for the separation but then
12 you don't participate anyway on the 28th and you say
13 that that was part of the reason for not getting with
14 her before the 21st to say, "The 21st is your last
15 day," because you're not going to be there. Well, on
16 the 28th you're here and you don't do the separation
17 meeting anyway. It just doesn't add up to me. And
18 maybe I'm misunderstanding something, but it sounds
19 like a little bit of a conflict to me.
20 [redacted]: Yes. I mean you're certainly
21 entitled to your opinion.
22 SPECIAL AGENT TEATOR: Right. I'm looking
23 for answers. I need answers as to why things
24 happened, and this answer is not real clear to me.
25 [redacted]: I mean as far as the

separation, "Turn in your stuff," that sort of thing, well, you know where [redacted] office is, right?

SPECIAL AGENT TEATOR: Right.

[redacted] Well, [redacted] here, I'm right next door, and I had [redacted] and [redacted] both do the separation.

SPECIAL AGENT TEATOR: Is that unusual, having two people do it?

[redacted] Yes.

SPECIAL AGENT TEATOR: Okay. All right. What happened in February between you [redacted] and Kim that -- it sounds like you're saying that caused your relationship with Kim to not be as good as it was before.

[redacted] Yes.

SPECIAL AGENT TEATOR: What happened?

[redacted] Well, I never would characterize us as having a strong relationship or whatever, but in the February time frame we were prepping for the discharge of [redacted] so this is a bargaining unit discharge surrounding a [redacted] 7C

SPECIAL AGENT TEATOR: Right. Okay.

[redacted] In the course of our prepping, we reviewed [redacted] emails. I came across emails 7C

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1 where Kim was continuing to correspond with [redacted]
2 even after his discharge. I'm concerned or was
3 concerned about those from a National Labor Relations
4 Board issue and just what appeared to be impropriety
5 of her trying to again interject herself in a process
6 where this person had been discharged and she was
7 still having communications with this guy.
8 SPECIAL AGENT TEATOR: Okay.
9 [redacted] So in the course of our prep,
10 the arbitration prep, obviously these emails came out,
11 we were studying, all preparing for the arbitration
12 and then had those discussions with our Labor Counsel,
13 [redacted] and the implications of
14 this, and [redacted] said he would take upon himself to talk
15 to Kim. And Kim, I think, resented that her layoff
16 was announced or whatever, because I think she was
17 trying to keep it very quiet or secretive or
18 something.
19 SPECIAL AGENT TEATOR: So you told [redacted]
20 that Kim was going to be laid off, effective sometime
21 in the near future?
22 [redacted] Yes. He had to know that for
23 the arbitration prep, so all of a sudden --
24 SPECIAL AGENT TEATOR: But I'm trying to
25 get to why Kim was upset with you from what was --

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1 [redacted]) Yes. And I didn't really get
2 it either, because it was -- I mean she was going to
3 be laid off, her position was eliminated, and yet she
4 was somehow, like I said, trying to keep it quiet or
5 like it wasn't happening, I don't know.
6 SPECIAL AGENT TEATOR: All right. Let's
7 go back to this meeting on the 19th out in the
8 Training Building. Did you have an opportunity to
9 tell her there when you saw her or did you see her
10 from a distance? I'm trying to understand, "Gee,
11 there's Kim. Maybe I should tell her now. My boss
12 wants me to get this done by the 21st." Here's an
13 opportunity the day after you're told. Tell me why
14 you didn't tell her that then.
15 [redacted]) To tell you the truth, I
16 didn't even think about it. I mean to answer your
17 question directly, did I have an opportunity, yes, I
18 had an opportunity. I mean I saw her, she was 20 feet
19 away. I could have walked over and had that
20 conversation. So I didn't have a conscious thought
21 about, "I should be telling Kim that now." The other
22 thing is you have to understand the timing, the
23 setting, that sort of thing. So in these potentially
24 volatile situations, you're not going to tell somebody
25 in the middle of a cafeteria, "Oh, by the way, you're

1 going to be laid off on Friday," particularly where
2 your concerned that there's going to be concern on her
3 part.
4 And you also have to understand that
5 during this time frame I was also separating a number
6 of other people associated -- I mean you had [redacted]
7 and everybody else. So I mean I had -- when I do
8 these separations, there's a process that I go
9 through, I mean the setting and where you have it.
10 It's not just, "Hey, come in here, you're losing your
11 job."
12 SPECIAL AGENT TEATOR: Is that a reason
13 why you didn't tell her then because of the setting?
14 [redacted] I did not have -- I'm just
15 telling you, I'm looking you straight in the eye, I
16 didn't have a conscious thought I should be telling
17 her now that she's being laid off. So I didn't think
18 to myself, "No, I'm not going to tell her now because
19 of the setting." I didn't think about it at the time.
20 SPECIAL AGENT TEATOR: Okay. All right.
21 On March 20, 2003, you had a meeting with [redacted] 7C
22 [redacted] is that correct?
23 [redacted] Well, I was part of a larger
24 meeting with [redacted] 7C
25 SPECIAL AGENT TEATOR: Okay. I'm sorry.

So who else was at the meeting? Was [redacted] there?

[redacted] Yes. [redacted] was there. And it's not on my calendar, but I'm trying to remember, because we had a couple meetings of IR meetings. I don't know if --

SPECIAL AGENT TEATOR: IR, Industrial Relations?

[redacted] Industrial Relations.

SPECIAL AGENT TEATOR: That's what this meeting with [redacted] was about on the 20th?

[redacted] Yes. Again, if you look on my calendar on the 18th, it says discussion of meeting on 3-20 with [redacted]. So the genesis of that meeting was an Industrial Relations meeting and there were some bumps between [redacted] and Corporate HR throughout this period. So I mean [redacted] is getting close to his leaving date. Corporate HR and [redacted] were bumping, [redacted] was pushing back on them. So there was some conflicts, and I was a little bit caught in the middle on some of these Industrial Relations, and [redacted] was still pushing on the Union and some other things, and the Corporate HR folks were in the process of easing [redacted] out.

SPECIAL AGENT TEATOR: So at this meeting on the 20th, at some point in the meeting, did you

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have a discussion with [redacted] about Kim Harvin?

[redacted]: Yes. It was -- as I remember, it was a very -- I wouldn't even call it a brief meeting, it was a discussion. So we finished our meeting. As I remember, we were getting up to leave, okay?

SPECIAL AGENT TEATOR: Right.

[redacted]: And I think [redacted] was -- I don't know if [redacted] was still in the room or not but I mean we were -- you know, people are leaving, it was up in [redacted] conference room. [redacted] Kim is supposed to be leaving this week. Do you have any work or something that she's doing," and he says, "Yes." He says, "No, [redacted] There's nothing for her to do. I haven't given her any assignments. Basically, there's no work left for her to do." And then I think he said something about, "Yes, we talked." So when you me in the earlier conversation did [redacted] and she talk, that's why I'm thinking that she and [redacted] had already talked and he said something about, "She talked about who laid her off," and he said, "I'm responsible for her lay off," and I said, "But you don't have you any work for her to do or anything now?" He said, "No, [redacted] There's nothing." He says, "You may want to double check with [redacted] he

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1 says, "but as far as I know, there's no assignments,"
2 because there were plant assignments he said she had
3 to go to before, and he said, "I don't have any work
4 for her."
5 SPECIAL AGENT TEATOR: At a couple
6 different times, you went to [redacted] and he told
7 you the same thing.
8 [redacted] Yes.
9 SPECIAL AGENT TEATOR: And when she tells
10 you, what you testified before, was that, [redacted] has
11 given me work. I have things to do for [redacted] and you
12 go check that out with [redacted] and you find that's not
13 true.
14 [redacted] Yes. And I can't remember
15 exactly if I had one or two conversations with [redacted] 7C
16 but it seemed like just in talking to Kim it was
17 bouncing me around. I just got the sense that I was 7C
18 getting bounced around by her, "Well, [redacted] given me
19 work, [redacted] given me work," and I'm just telling you
20 I got a sense that she was trying to manipulate me so
21 she wouldn't be out-processed or whatever. That's the
22 sense that I got. And by the way, I mean I got the
23 same sense when I was talking to [redacted] so you asked
24 about did we believe that this might be a difficult
25 separation. I believed that it was going to be a

difficult separation.

SPECIAL AGENT TEATOR: All right.

[redacted] I did.

SPECIAL AGENT TEATOR: Okay. It's 10:08. We're going to take a short break.

(Whereupon, the foregoing matter went off the record at 10:08 a.m. and went back on the record at 10:15 a.m.)

SPECIAL AGENT TEATOR: It's 10:15, we're back on the record. A couple more areas here. Again, we're talking about the same time period, okay? When you had the discussion with [redacted] on the 20th of March about Kim, did you tell him that Friday the 21st was going to be her last day?

[redacted] I think we said we're moving it up. I don't know if I said tomorrow's her last day or not. I don't believe that I did now that I'm thinking about it.

SPECIAL AGENT TEATOR: Okay.

[redacted] I'm just looking into my head. So if that's on Thursday, I know I have an arbitration on Friday, and I don't have it set up, I don't know that I told [redacted] that tomorrow is her last day.

SPECIAL AGENT TEATOR: Okay. When you told [redacted] that Kim's date was being moved up, did he

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1 ask why?

2 [redacted] I don't believe he did.

3 SPECIAL AGENT TEATOR: Did he ask who made

4 the decision?

5 [redacted] I think it was a collective

6 we, meaning HR.

7 SPECIAL AGENT TEATOR: Okay.

8 [redacted] But did he ask that question,

9 who made that decision, I don't believe he did. I

10 really don't know. I shouldn't say he didn't. I

11 don't remember him saying, "Well, who made that

12 decision?"

13 SPECIAL AGENT TEATOR: All right. Did he

14 object to her date being moved up?

15 [redacted] No. Because he understood the

16 context, and, by the way, you know I objected to the

17 word, "accelerated" or "moved up," so I still make the

18 same objection. It's that if your work is done, your

19 work is done. So I mean you can -- you can move the

20 date up, but if your work's done, your work's done,

21 and you leave the site. I mean it's really that

22 simple.

23 SPECIAL AGENT TEATOR: Not to her it

24 wasn't, though.

25 [redacted] No. I'm sorry.

1 SPECIAL AGENT TEATOR: No, that's all
2 right. I understand. But I mean -- to her I think it
3 was a surprise. So did [redacted] object to moving her
4 date up to -- her last date up?
5 [redacted]: No. Because if he did -- I
6 mean [redacted] is the ultimate decision maker, so I mean
7 if [redacted] says, "No, she has work to do," -- so let's
8 just go with that conversation. [redacted] says, [redacted] I
9 can't. She has this, she's working on an NRC report,
10 she's helping me with this intervention next week. I
11 can't let her go." I go back and say, [redacted] and
12 [redacted] she has a lot of work to do. There's a lot of
13 things on her slate, and we can't" your words, "move
14 that up or accelerate that, because she has work to
15 do." What moves it is if you have work to do or not.
16 That's what really drives it.
17 SPECIAL AGENT TEATOR: And you asked [redacted]
18 if he had anything for her, and his answer was no.
19 [redacted]: Right.
20 SPECIAL AGENT TEATOR: Right?
21 [redacted]: Right.
22 SPECIAL AGENT TEATOR: Is that correct?
23 [redacted] Right.
24 SPECIAL AGENT TEATOR: All right. Did you
25 tell -- think about this now -- did you tell anyone

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that the 21st was going to be Kim's last day?

[redacted] I've been thinking about that, and I was hoping that I told [redacted] or [redacted] I don't remember having a specific conversation that the 21st was her last day. The way this works is that we had a number of conversations, [redacted] and I, as far as how does this happen, how do we make this happen. I wish I had a specific recall as to, "Hey, it's supposed to happen on Monday and," like you said, "you guys make it happen." I don't remember having that specific conversation with [redacted]

SPECIAL AGENT TEATOR: Okay. Could you have told them that the following week, "Hey, this was supposed to happen last Friday. We've got to get it done."

[redacted] That's what I think the conversation was, "Hey, I didn't do what I was supposed to. We've got to make it happen this week."

SPECIAL AGENT TEATOR: Okay. All right. All right. I've interviewed you twice now, but is there anything you can tell me or provide to me in writing to corroborate the fact that the decision to move up Kim's date was made or you got the direction to make that happen from [redacted] on the 18th. Is there anything you can offer me to corroborate that

you were given that direction that day, other than what you testified to?

[redacted]: Nothing other than my testimony and making the assumption you would talked to [redacted] about that as well. So I would hope that they would confirm what I told you, because that is the truth. I know what happened at the end of that meeting, and that's the truth.

SPECIAL AGENT TEATOR: Okay. Is there anything in writing that you could offer up to corroborate that?

[redacted]: No, nothing other than the calendar and my recollection, [redacted] or [redacted] recollection.

The other thing, and just so you know the tone, there was a desire to get Kim off the site, even in advance of this date.

SPECIAL AGENT TEATOR: Why?

[redacted] Because of a variety of things. You got to remember what's happening. [redacted] leaving, she's tied to [redacted] gone, she's going to be gone, and that was probably from the last quarter of 2002 moving forward. There was a belief from the HR perspective, mine as well, that she was not, how can I put this correctly, that she wasn't

1 good for the site, she was not necessarily advancing
2 the issues that we wanted, bringing rapport to the
3 site.
4 Unfortunately, probably at least the last
5 six months or whatever, there were two things going
6 on. The first is probably from [redacted] perspective,
7 Kim was part of the senior leadership team and part of
8 that team. A number of managers who spoke to me, the
9 Union or whatever, they believed that she was, quote,
10 "a spy" for [redacted]. So I saw her role her as almost
11 divisive between [redacted] and the rest of the site.
12 There were people that felt her behavior was extremely
13 odd, myself included, and the HR folks, even
14 predecessor to [redacted] felt she was not contributing
15 to the site. We felt it was an aberration that she
16 was getting $2,000 a month in expenses. I mean those
17 things are just hard to account for. I mean that was
18 [redacted] call and he authorized the payment.
19 So you have a couple of dynamics going on.
20 There are people thinking she's not good for the site.
21 Peggy had the issue with her expense reporting, so she
22 wanted her off the site. Frankly, yes, in February,
23 I said, [redacted] do you want me to do an investigation,
24 because, personally, I think she should be
25 discharged," and [redacted] said, "No. She's leaving

1 anyway. Let's just let it go." So I talked to [redacted]
2 in advance of this at other times and [redacted] was like,
3 [redacted] when is she going? Is she gone yet?" So those
4 were the conversations. It was not a complete
5 surprise on the date of the 18th. It was like, "Let's
6 get her off," because I was being pressured like, "Why
7 is she still here?"
8 SPECIAL AGENT TEATOR: Okay. You said
9 that mangers at the site thought Kim was a spy and was
10 divisive. Can you give me some names of people who
11 told you that?
12 [redacted] There was probably two camps.
13 Some thought she was okay, so that would be [redacted]
14 [redacted] and a few people that thought she
15 was okay on an individual basis. And then again you
16 even have to worry -- it's on the record but there
17 were even innuendo with [redacted] is there anything going
18 on there? I don't know if anything happened there or
19 not.
20 SPECIAL AGENT TEATOR: That's talking
21 about her relationships?
22 [redacted]: Personal relationships.
23 SPECIAL AGENT TEATOR: You mentioned that
24 managers thought Kim was a spy and divisive. I want
25 to find out who those people are.

1 [redacted] All right. Probably [redacted]
2 [redacted] You
3 may want to talk to [redacted] who works for you guys
4 now. He was the [redacted] at the time. And I
5 don't have specific names, but probably other
6 superintendents, myself, the Union. So I mean if you
7 were to canvass the whole site and get a perspective,
8 you would get probably two perspectives: A small
9 group of people that thought she was okay helping on
10 an individual basis. Like I said, that might have
11 been [redacted] And then I think if you were to
12 canvass the rest of the site, you would get the people
13 who were unfortunately mocking her. She was Dr. Love.
14 There's another example. I walked into a
15 meeting over the Processing Center, so it was
16 Operations, Union, Kim was sitting there, myself, and
17 as soon as I walked in, a couple guys on the other
18 side started laughing. So at the break I said,
19 "What's going on?" I thought they were laughing at
20 me. And I think it was [redacted] -- it might have
21 been [redacted] -- I think it was [redacted]
22 or [redacted] and they started laughing, and they said,
23 [redacted] we never saw [redacted] and Dr. Love in the same
24 room. We were wondering what would happen." [redacted].
25 [redacted] because I do a number of separations. That's my

1 nickname. So this is months in advance of this.

2 But all I'm saying that's what was really

3 -- that's my belief. That's what was really going on

4 on the site. So people were mocking her, making fun

5 of her, and she didn't recognize it that a lot of

6 people didn't think she was contributing to the site.

7 SPECIAL AGENT TEATOR: Okay. It's 10:26.

8 We're going to take another short break, then we're

9 going to finish up.

10 (Whereupon, the foregoing matter went off

11 the record at 10:26 a.m. and went back on

12 the record at 10:33 a.m.)

13 SPECIAL AGENT TEATOR: We're back on, it's

14 10:33. During the break, [redacted] you and Jeff got a

15 copy of [redacted] calendar for March 2003. What

16 does it show on her calendar for March 20?

17 [redacted]: [redacted] calendar shows

18 an arbitration prep for [redacted] on the 20th, starting

19 at nine and ending at three o'clock.

20 SPECIAL AGENT TEATOR: Okay. What does it

21 show for the 21st?

22 [redacted]: The 21st is [redacted]

23 arbitration. I had forgotten that [redacted] and I both

24 worked on this arbitration, so [redacted] would have been

25 with me up at Mount Laurel as well. So, obviously,

1 both of us were offsite that day.

2 SPECIAL AGENT TEATOR: Okay. All right.

3 I don't have any other questions at this point. Jeff,

4 is there something you want to go over with your

5 client?

6 MR. KEENAN: No, nothing further.

7 SPECIAL AGENT TEATOR: Okay. It's 10:33.

8 This interview is concluded. Thank you.

9 (Whereupon, at 10:33 a.m., the Interview

10 of [redacted] was concluded.)

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