

~~Handwritten scribbles~~ 6/15/04

130 pm ✓

[Redacted]

7c

Belmont - Flyer / Lockheed

Company has said - dis-
prop - at some point

AA
Command

EXAMPLES
OF LACK OF
INTEGRITY

[Redacted]

to to "marginally effective"
Several examples around in
book of 13,000

[Redacted]

F/03-

conversations with K/H

goes to read handwriting

All
L-29 7c

UH 6/15/04



INTEGRITY ISSUE

3/26/03 call for [REDACTED] 7C

email & schedule it

① [REDACTED] call to her - said he was returned and had not been consulted

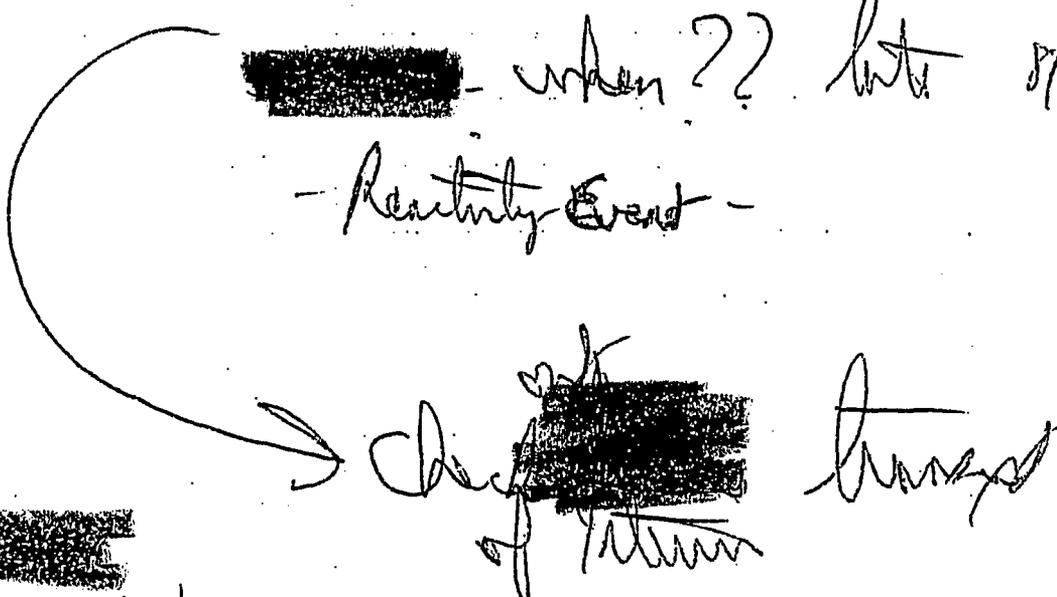
called UH on Sunday 3/30/03

② [REDACTED] would FAX notes of comments with [REDACTED] 7C

WINSTON R. STRAWN INVESTIGATION
[REDACTED] ECP INV.

[REDACTED] - when?? late 8/03

- Rectitude Event -



Check out [REDACTED] progress of [REDACTED]

[REDACTED]
JEFF KEENAN

3

HPD

↓ since the had above the hill are
also

was [redacted]

general includes those matters

[redacted]

TC

Temporal Locality

Contradicting

- Temporary Position Issue

[redacted]

go over [redacted] letter and address
it with [redacted]

(*)

[redacted]

↓

Asymptotic agree
curbites & his
\$ curie concerns

All
TC

expenses covered by PA.

YES AS TO
MAYBE
PRESENT

NO DOWN OF PA



Agreed consent
brought in
of the PA

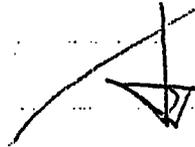
like



ultimately
and the
entire
process

~~work by
set up~~

3/20 meeting



GAP eliminated
now

Handwritten notes on the left side, including "Handwritten" and "relief of the war".

COPIES IN JAGEN OFF

[Redacted]

1/12 for elimination
[Redacted] is a detriment to [Redacted]

REALITY

Advice on EXPRESSING their concerns

NEOs, he talks to them reported by [Redacted] contribution show the NEOs up in army over it - the [Redacted] shows vocal at 1/03 meeting and [Redacted] NEOs of [Redacted] meeting

1/20/03 she told [Redacted] of [Redacted] continuous operation [Redacted] 2/03 came to [Redacted] hand after [Redacted] we are dangerous

after lunch after [Redacted]

[Redacted] she is [Redacted]

NUCLE SAFETY [Redacted]

UK show base [Redacted] A.C. [Redacted] on safety [Redacted]

[Redacted] [Redacted]

NAMES OF PEOPLE WHO CAN SUPPLY HER VIEW OF EVENTS

[Redacted]

has some insight - suggestion he was present for when UK reveal [Redacted] perception that she became a detriment

When asked if she could provide names of people who can substantiate [Redacted] [Redacted]

[Redacted] [Redacted] [Redacted]

I don't know [Redacted]

Act [Redacted]

The problem has gotten is that people are afraid
to write criticisms or write them generally
to avoid being perceived as not being a worker
highly.

~~not written~~

- Need to do things if things are changing
if they are ~~not~~ freer to be able to
bring issues up -

9/28/04

~~████████████████████~~ 7c

o to you want feedback from "yes"

~~talked with ██████████ who wants to provide info.
regarding repairs. did not getting to attacks on
to support/repair issue - suggest that have discussion
to start & HPCI issue~~

talked to ██████████ said he wants to talk but is
nervous of getting repercussions of bringing up HPCI issue

Wants to know how things can say. ~~we~~ we getting
better why he is being told by employees that getting
are afraid to work at best, they don't want to
hear of problems/ issues at plant

~~██████████~~ 7c

says may have chatting on site "B" because says
wants to get ~~the~~ really exposure to ADP - during full
full outage - & would address fix what is ~~the~~ way not sure

Time period ^{with} ~~with~~ shortly after 3/12/03

Report # dated

page 3 of Report 1 - potential exposures

performed Report 1 - tried it to design basis COCA - yet now one calling it a biological concern

says it is independent creative actions example

additional #10 p. 21 to group Answer Supp. Report dated 3/12/03 B beam pump

attnd #10 is

to help, offering to help to get right look

⊗ wants the staff to contact him - he can point NRC in right direction

⊗ is going to be a COCA if it says so - due to mass calibration and time constraints actions are going to give workers high dose w/o fixing the problem

when all info is better than to change it out

Need to be involved early NRC before making decisions

4.5-7.5 mrad. need. ^{paid to get} ^{sent out.} ^{trouble about to change} ^{it}

collective dose for the entire lab.

help they need additional oversight or intervention by NRC

Allegation Receipt Report
(Use also for Staff Suspected Wrongdoing)

Date Received: September 27 and 28, 2004
Received via: [X] Telephone [] In-person [] Letter [] Facsimile

Allegation No. RI- A-
(leave blank)

Employee Receiving Allegation or suspecting wrongdoing (first two initials and last name): JA TEATOR

Source of information (please check one box): [X] licensee employee [X] former licensee employee [] contractor [] former contractor [] anonymous [] news media [] private citizen [] federal agency [] state agency [] NRC staff [] licensee identified [] special interest group

Alleger Name: [REDACTED] Home Address: *

Walter Joll
11/03

Home Phone: [REDACTED] City/State/Zip: *

Alleger's Employer: [REDACTED] Alleger's Position/Title: [REDACTED]

* Do not complete these sections for issues of staff suspected wrongdoing.

Facility: SALEM/HOPE CREEK Docket No. or License No.: 50-272,311,354

Was alleger informed of NRC identity protection policy? Yes _ No X
If H&I was alleged, was alleger informed of DOL rights? Yes _ No _ N/A X
If a licensee employee or contractor, did they raise the issue to their management and/or ECP? Yes X No _ N/A _
Does the alleger object to referral of issues to the licensee? Yes _ No _
Provide alleger's direct response to this question verbatim on the line below:

Was confidentiality requested? Yes _ No X
Was confidentiality initially granted? Yes _ No _ N/A X
Individual Granting Confidentiality: _____

Criteria for determining whether the issue is an allegation:

Is it a declaration, statement, or assertion of impropriety or inadequacy? Yes / No
Is the impropriety or inadequacy associated with NRC regulated activities? Yes / No
Is the validity of the issue unknown? Yes / No
If No to any of the above questions, the issue is not an allegation and should be handled by other appropriate methods (e.g. as a request for information, public responsiveness matter, or an OSHA referral).

Allegation Summary or staff suspected wrongdoing: (Recipient of the allegation shall summarize each concern here - provide additional detail on reverse side of form, if necessary. If entering allegation electronically, highlight Allegation Summary in bold and use larger font size)

[1] **ALLEGATION SUMMARY- 1. [REDACTED] DISAGREES WITH THE STAFF'S CONCLUSION THAT [REDACTED] WITH THE HOPE CREEK "B" RECIRC PUMP WERE UNSUBSTANTIATED. [REDACTED] SAID THAT IF THE LICENSEE RUNS THE PUMP AS IS THE VIBRATION WILL CAUSE A LOCA. THE TEMPORARY CORRECTIVE ACTIONS/TROUBLE SHOOTING JUST TO CHANGE OUT THE MECHANICAL SEAL THAT ARE PLANNED TO OCCUR IN THE OCTOBER REFUEL OUTAGE WILL CAUSE A COLLECTIVE DOSE OF 4.5 TO 7R TO THE WORKERS, WILL NOT FIX THE VIBRATION PROBLEM. HE ADDED THAT THE INFORMATION AVAILABLE TO THE LICENSEE [IN THE ROOT CAUSE REPORT INITIATED IN [REDACTED] IS TELLING THEM THAT THE CORRECT COURSE OF ACTION IS TO CHANGE OUT THE PUMP, BUT THE LICENSEE CHOSE A DIFFERENT COURSE OF ACTION BECAUSE OF THE COST OF REPLACING THE PUMP. HE FEELS THAT THE WORK NEEDS ADDITIONAL OVERSIGHT AND/OR INTERVENTION BY THE NRC BEFORE THE OUTAGE BEGINS. HE WOULD LIKE THE STAFF TO CONTACT HIM SO THAT HE CAN PROVIDE ADDITIONAL INFORMATION TO HELP**

AND

TOLL

ALL TC

THE NRC IN ITS REVIEW OF THIS WORK AND THE VIBRATION PROBLEM. [REDACTED] WOULD LIKE FEEDBACK FROM THE NRC REGARDING THIS ISSUE.

2. [REDACTED] CLAIMS THAT IN CONTRAST TO THE LICENSEE'S STATED POSITION, THE SCWE IS AT SALEM/HOPE CREEK IS NOT GETTING BETTER IN LIGHT OF HIM BEING TOLD BY A NUMBER OF EMPLOYEES AND AT LEAST ONE FIRST LINE SUPERVISOR THAT THEY ARE AFRAID TO RAISE ISSUES, AFRAID TO "ROCK THE BOAT" BECAUSE MANAGEMENT DOES NOT WANT TO HEAR OF PROBLEMS OR ISSUES AT THE PLANTS. [REDACTED] CITED GENERAL CONCERNS/ISSUES WITH THE CORRECTIVE ACTION PROGRAM, WORK ORDER CLOSURES BEING CLOSED TO ANOTHER WORK ORDER WITHOUT THE WORK BEING PERFORMED, AND WORK PLANNING ISSUES. BASED ON DISCUSSIONS HE HAS HAD WITH CURRENT LICENSEE EMPLOYEES, THEY ARE AFRAID TO WRITE NOTIFICATIONS OR THEY ARE WRITTEN GENERALLY TO AVOID BEING PERCEIVED AS THEM BRINGING UP "ANOTHER BIG ISSUE. [REDACTED] CLAIMS THAT INDIVIDUALS INTERVIEWED [TO INCLUDE THOSE LISTED IN THIS ALLEGATION REPORT] DURING THE SCWE REVIEW "HELD BACK" ON PROVIDING ALL OF THE INFORMATION THEY WERE AWARE OF. [REDACTED] INDICATED THAT THE STAFF NEEDS TO ASK LICENSEE EMPLOYEES IF THINGS ARE CHANGING AND IF THEY FEEL FREE TO BE ABLE TO RAISE ISSUES.

3. SPECIFICALLY [REDACTED] SAID THAT EMPLOYEE [REDACTED] (PHONETIC) INDICATED THAT WHILE POWER WASHING THE HOPE CREEK SERVICE WATER COMPONENTS IN PREPARATION FOR AN INPO INSPECTION, SOME OF THE SUPPORTS WERE SO CORRODED THAT THEY WERE POWER WASHED AWAY. PER [REDACTED] CLAIMS THAT A CONCERN WAS RAISED ABOUT THE SUPPORT STRUCTURES AND THE ENGINEERING DEPARTMENT ANSWERED IT BY TAKING CREDIT FOR THE REMAINING SUPPORTS TO SUPPORT THE SYSTEM. [REDACTED] SAID THAT [REDACTED] WOULD LIKE TO BE CONTACTED AT HOME [REDACTED] SO THAT HE CAN PROVIDE ADDITIONAL INFORMATION REGARDING THIS ISSUE AND AN ISSUE WITH AN ISSUE WITH THE HPCI SYSTEM [AS DESCRIBED BELOW IN No. 4].

4. [REDACTED] SAID THAT SALEM [REDACTED] SHARED WITH HIM A CONCERN ABOUT THE SALEM HPCI SYSTEM, SPECIFICALLY WHETHER THE WORK WAS ACTUALLY PERFORMED [OR IF IT WAS TIED TO OTHER WORK ORDERS AND CLOSED WITHOUT BEING PERFORMED] AND WHETHER ALL OF THE CORRECT INFORMATION WAS PROVIDED TO ALLOW FOR THE SYSTEM TO BE RETURNED TO SERVICE SHORTLY BEFORE THE 30 DAY LCO DATE. ACCORDING TO [REDACTED] DID NOT INDICATE THAT THIS IS AN IMMEDIATE SAFETY ISSUE, BUT [REDACTED] HAS INDICATED TO HIM THAT HE IS AFRAID TO PURSUE THIS CONCERN FOR FEAR OF BEING SUBJECT TO RETRIBUTION [REDACTED]

5. [REDACTED] SAID THAT LICENSEE EMPLOYEE [REDACTED] WAS ASSIGNED TO PERFORM A ROOT CAUSE 1 ANALYSIS ON A DIESEL LCO. AN OUTSIDE VENDOR WAS BROUGHT IN TO ASSIST WITH THE ANALYSIS AND WAS PROVIDING VALUABLE ASSISTANCE, BUT THE VENDOR WORK WAS STOPPED DUE TO FUNDING ISSUES AND THE ROOT CAUSE WAS UNABLE TO BE COMPLETED IN A TIMELY FASHION AND WITH THE SUFFICIENT DETAIL TO CONCLUDE THAT THE PROPER AND CORRECT ACTIONS WERE TAKEN. HE OFFERED THIS AS AN EXAMPLE OF THE CORRECTIVE ACTION PROGRAM, WORK MANAGEMENT, AND WORK ENVIRONMENT ISSUES NOT FUNCTIONING PROPERLY. [REDACTED]

*main
presentations
to of all
3 plants*

*she does not
want to be
contacted by
NRC*

*no other
info*

*ALL
7c*

Functional Area (please check one box):

- Academic Decommissioning Materials Decommissioning Reactor Exempt Distribution
 General Licensee Gun Sights Irradiators Medical Nuclear Gauges Nuclear Laundry
 Nuclear Pharmacy Power Reactor Radiography Research and Development (R&D)
 Research/Test Reactor Safeguards SNM Teletherapy Transportation Vendor
 Veterinary Non-human Waste Disposal Well Logging Other: _____

Discipline for each concern (place the concern no(s). (either 1, 2, 3, etc.) in the box provided):

- Chemistry Chilling Effect Civil/Structural Construction Corrective Action
 Discrimination Electrical Emergency Preparedness Employee Concerns Program
 Engineering Environmental Environmental Qualification Falsification Fire Protection
 Fitness-for-Duty Health Physics HVAC Industrial Safety Inservice testing
 Instrumentation and Control Maintenance Mechanical Misadministration NDE
 Operations Procurement Quality Assurance Radwaste Safeguards Security
 Source disconnect Startup testing Training/qualification Transportation Unsupervised
 Radiography Wrongdoing Other: _____

Detailed Description of Allegation or staff suspected wrongdoing: (Do not state the alleged's name in this section - simply refer to the individual as the alleged) SEE ABOVE

When taking the allegation, ask questions such as

WHAT IS THE ALLEGATION?

WHAT IS THE REQUIREMENT/VIOLATION?

WHERE IS IT LOCATED?

WHEN DID IT OCCUR?

WHO IS INVOLVED/WITNESSED?

HOW/WHY DID IT OCCUR?

WHAT EVIDENCE CAN BE EXAMINED?

WHAT IS THE STATUS OF THE LICENSEE'S ACTIONS?

How did the alleged find out about the concern(s); other individuals NRC should contact for additional information; records NRC should review; whether the alleged raised the concerns with his or her management; alleged's preference for method and time of contact.

see ink
K.H.

VOICE MESSAGES

FOLLOW UP w/ K. HARVIN RE MESSAGES 12/22/03

11:54P
Wed.

1st
message

7C

END A (TAPE 1) [REDACTED] MUMBLING TO HIMSELF"
BEGINS WHOLE ON TAPE 2 -

LEFT LATE WED. 11:54PM -
PERFORMANCE "PATHETIC" - [REDACTED] CALLS HIMSELF "DEVIL"

HAD TO DRAW LINE + SAY WAY ITS GOING BE -
DONT CARE WHETHER YOU LIKE IT

2nd
mess.

[REDACTED] RESPONDS TO HER QUESTIONS

DOESNT HAVE A PLANT MANAGER

7C

[REDACTED] - SCOW ISSUE - [REDACTED] DEALING WITH

UNION RE CONCERNS RELIABILITY TO RAISE ISSUES

7C

3rd

RE INFO VISIT

[REDACTED] LAST WEEK MARCH - "AWARE LIKE"
CLEARNESS COMMITTEE CALLED BY K. HARVIN RE DECISION
TO MAKE ON JOB FUTURE. CHANGED AGENDA + TOLD [REDACTED] IT WAS
"NUCLEAR SAFETY" - HE DECIDED TO BE A PART OF MEETING, NEVER
ASKED FURTHER QUESTIONS - FOUND SURPRISING THAT HE DID NOT
IN HIS POSITION

4th

WORKMGT + MAINT. MGT. "SHOULD CAUSE ALL OF YOU TO BE ALARMED"
CRITICIZES MAINT PERF. - NEEDS TO CHANGE TRENDS

RE:
MONTH
OF FEB.

WIN TERM

REPEAT MAINT

SCHE AD

CARRY OVER

LEG MAINT.

DIESEL GEN

MENTIONS CONTROL ROOM INDICATOR

5th

WORK MGT / MAINT. -

FORWARDED FROM ENGINEERING CONCERN RE 12 SW 380 VALVE
"HOW COULD THIS POSSIBLY HAPPEN" & AIR LEAKAGE:

ACCOUNTABILITY WITH NO ONE & EVERYONE

LESSONS
TO BE LEARNED

(FORWARDED) ANO, THE

TAPE 1 -

~~CALL RE~~

3/3/03 MESSAGE 1 from ~~██████████~~ -

3/17/03 8:08A ~~██████████~~ forwarded last week message
from ~~██████████~~ re ~~██████████~~ "thinking" re K. Harvin

TOLD SOME DAY K. HARVIN WAS HEAD COUNT #'S OCCURRING
TEMPORARY JOB - NEEDED

APPROVAL FOR GRANT - RAN
ITS TIME (LAST 8-10 MRS
feedback prompted ~~██████████~~
to select area for positionel.
"ineffective - no value add

Somewhat destructive "
~~██████████~~ said - "Can't justify" -
"give me the results"

TC
zerox ~~██████████~~ - to rub off w/kH on others
~~██████████~~ - did not see results

ALL
76

Wed. ~~██████████~~ TC
11:14 AM
3/26 not attending plant visits - "Friday will be last day
(3 ps)
on site"

Friday
6:49A ~~██████████~~ TC
message regarding thoughts for Friday mgt. meeting for K.H to share
- "mark" that she left,

per k. Harvin

tapes of messages left
between late Jan - 3/31/03

TAPE 1

CONTINUED -

SAT 3/29
~~9:17A~~
9:17A

3/31 VOICE IS:
[REDACTED] - left message

NDATED) FOLLOWING UP w/ [REDACTED]
KEEPING [REDACTED] PEOPLE FROM LOSING FACE

12/22 K. HARVIN BELIEVES ^{CALL} IN REGARD TO 2 UNION GELLYS OVER PR 2 VALVE
(SALON)

7C ONE SUPERVISOR FIRED + 2 UNION - FIRED

ISSUE WENT TO [REDACTED] - [REDACTED] THREATENED PICKETS

[REDACTED] DECIDED TO BRING BACK -

[REDACTED] TOLD PEOPLE HE WOULD QUIT IF [REDACTED] DID NOT BACK

[REDACTED] TOOK THE ACTION BUT DID NOT GET BACKING -

ENVIRONMENT THAT DOES NOT WANT YOU TO STEP FORWARD

HOLDING THE LINE - STEP OUT FRONT -

ORIGINALLY IT WAS THAT TAKING A LINE AGAINST UNION -

LATER IT BECAME HOLDING THE LINE AGAINST COMP. MGT. 7C

[REDACTED]: DID NOT WANT [REDACTED] TO QUIT

7C

12/12
Per K.H.

TC

[REDACTED] + [REDACTED] told her that the public story was one thing - \$ for equipment reliability, safety systems "top quartile goals" would not be invested - over time became

TC

STEP 3 GRIEVANCE MEETING - UNION

RE GOING FOR CNO POSITION

TC

[REDACTED] (EMBEDDED MESSAGE)

RE WHAT OSs ARE PAID Summer ENA
TC #11 2002 INFO meeting

ED. 8:50P
MARCH 5
MARCH 1
MEETING AT
CENTER

[REDACTED] - KH should write, anxiety & how to use it
how to connect safety/reliability costs -
re. [REDACTED] mantra
TC

TC

WANTS HER TO DOCUMENT HER SUCCESS AT SITE

6:25 [REDACTED] - DESCRIBES HIMSELF AS FRUSTRATED & UNGUIDED

MARCH 6/18 CHANGE IN GUARD (DAY OF [REDACTED] LEAVING ANNOUNCED) - BELIEVES EVERYTHING WILL BE REPLACED.

FACING OUTAGE "WILL TAKE THE GAS OUT OF US" BEFORE REFUEL

TC [REDACTED] letting T.O. know he spoke [REDACTED] on KH behalf

no date TC [REDACTED] - Fred Jeyas guy [REDACTED] brought in - suspect re training mgr + HR jobs

... ..

PER KYMN HARVIN

7C

REGARDING [REDACTED] CONVERSATION -

TAPE RECORDING STOPPED WHEN TALKING ABOUT
REACTIVITY MANAGEMENT EVENT ^{7C} W/ WINSTON & STRAWN

7C [REDACTED] WOULD ASK FOR ATTY PRESENT BECAUSE HE BELIEVES
HIS TESTIMONY WOULD INCRIMINATE HIM

3/03 REACTIVITY MGT.

6/03 LCO

Tues
3/11
11P

[redacted] not going to info plant visit

K.H.:
2
covered
release
Wed-March 03
prior to 3/20/03

Kymn Haevid - 7C
to [redacted] re compliments of ops -
re outages + saving 1 1/2 mil.

7C

undated

[redacted] to Maint. re compliments on handling
outage -

undated

[redacted] 7C [redacted] 7C
Directors, Mgrs + key personnel associated w/ planned outage
sees opportunity to be self-critical
Who will lead, how to capture
re performance eval by WANDA -

11:54P
Wed.

[redacted] performance pathetic
7C
per K.H. - re [redacted] mumbled to himself

end TAFE 1

2/22/03

10/01

re email - email took effect

[redacted] org - went through budget cuts in 2002
position is no longer rotational - no longer a dotted line
report to [redacted] - (see effect below)

would have been documented within corporate only -
KH does not recall seeing any documentation on
a change

Re [redacted] - recalls thanking him for transferring
her at mid-year because there were lay-offs -

Development, Quality Organization Efficiencies

- "Rotational" - was removed because there was no organization for KH to return to / report to -
 - 1) stopped going to staff meetings + ^{P&G anything} ~~related~~ to P&G services
 - 2) dropped off distribution list.

Reasons Note behind ^{her} promotion ① CALLED TO DISCUSS BONUS

- ② INFO VISITS (DUKE ENERGY ASSESSMENTS)
- ③ TRAINING MGR. / HR POSITION - HANDSTIED RE DECISIONS BY [redacted]

④ 2 WEEK TIME SHORTENED FROM 4/16 TO 3/28

ALSO UNUSUAL - FEB 2003 HUNDRED DAY PLANS FOR 3 DIRECTORS
MANAGER MEETINGS - TOP 100

w/other MANAGEMENT TEAMS HR got involved to assist them -

Monthly

response v/m of 3/21 - to meet

3/24 - [redacted] states last day 3/28 per [redacted] decision
[redacted] says later 7/0:
it was HR

- Arrangement made between [redacted] after 2/26 release
[redacted] - Org. at Corp.

KH spoke w/ him about possibly joining his org.
1st 2 weeks in April -

3/24 [redacted] says - off-site but keep badge

3/25 ECP + [redacted] notification

3/26 no long term access to site - no equipment

pd - through 4/16 3/28 she called [redacted] he advised that
she should go to ECP -

meetings 1 on 1 -

March 2001 began concerns -

August 2002 → every month

[redacted] sent her on assignment to Salem 9/02
all on Salem side

her
concerns
w/ [redacted]
were

- began next concern
- left between
- group w/ decisions vs senior mgmt. no respect or decision making
- [redacted] not able to - "ineffective setup"
- [redacted] disengaged from Ops - OS level down

All
TC

tried to be
[redacted]

POSITION ELIMINATION

FIRST KNOWLEDGE THAT [REDACTED] MADE A DECISION TO ELIMINATE KH POSITION

DOWNSIZING - NAVIGN STUDY

[REDACTED] SAYS [REDACTED] TOLD HER NO LATER THAN JANUARY 17, 2003 -

WHEN FIRST DISCUSSION SHE HEARD/LEARNED OF THAT KH POSITION BEING ELIMINATED

KNOWLEDGE OF OTHER JOBS BEING OFFERED TO KH AFTER INFORMED HER POSITION BEING ELIMINATED?

- * SEE HR GENERALIST/HR CONSULTANT POSITION DESCRIPTION DATED 3/3/03

YOUR UNDERSTANDING FOR BASIS FOR THAT DECISION

** QUESTIONS ON TERMINATION LETTER/SEPARATION AGREEMENT **

SIGNED BY KH 2/26/03 - IN YOUR PRESENCE? WHY THEN - WHO ELSE THERE?

WHO DRAFTED THEM

BASIS FOR LANGUAGE IN THE SEPARATION AGREEMENT/ STANDARD LANGUAGE?

DRAFT AGREEMENT DATED FEBRUARY 2003 -

WHO DRAFTED IT

WHEN WAS IT DRAFTED? ASK FOR COMPUTER RECORDS SHOWING EXACT DATE IT WAS INITIALLY DRAFTED...

WHY 2 DIFFERENT DATES

ACCELERATION

FIRST LEARNED THAT A DECISION HAD BEEN MADE THAT KH LAST DAY ON SITE WSA NOT GOING TO BE 4/16 - BUT GOING TO BE IN 3/21-3/28 TIMER FRAME??

DID [REDACTED] SHARE WITH YOU DISCUSSION HE HAD WITH [REDACTED] AND [REDACTED] 3/18 OR 3/20 REGARDING KH ???

3/18 MEETING/DISCUSSION BETWEEN [REDACTED] - WHERE THEY TOLD [REDACTED] TO TELL KH SHE NEED TO START FINDING ANOTHER JOB - WHY WAS THAT DIRECTION GIVEN - [REDACTED] SAID [REDACTED] WANTED KH RELIEVED OF ALL HER DUTIES. WHY????

HEARD ANY COMPLAINTS OR CONCERNS ABOUT HER EMOTIONAL STATE OR IT EFFECTING/CAUSING CONCERN AMONG PEOPLE AT PLANT?????

- SEE P. 16 [REDACTED] SAYS [REDACTED] WAS INVOLVED IN THE DECISION - SAYS [REDACTED] WAS AT SITE TO MEET WITH [REDACTED] ON 3/20 - - AND [REDACTED] AND [REDACTED] TALKED TO [REDACTED] CONCERN KH CONTINUING TO GET INVOLVED IN MORE HR ISSUES - LIKE WHAT???

WHY DIDN'T [REDACTED] TELL HER THAT 3/20 WAS HER LAST DAY???? AND NOT UNTIL 3/24 DID [REDACTED] TELL HER

RELATED TO HER CLAIMED BUSINESS EXPENSES

PART OF DISCUSSIONS WHERE THAT DECISION WAS MADE?

DO YOU KNOW WHY HER REMOVAL FROM SITE WAS ACCELERATED?

DO YOU KNOW WHOSE DECISION IT WAS TO DO THAT?

ever link it to her raising concerns in general

ever link it to her raising nuclear safety concerns

WHEN DID YOU FIRST LEARN OF THE HARVIN TO [REDACTED] LETTER

7C

HOW DID YOU LEARN OF IT

WERE YOU INSTRUCTED TO TAKE ANY ACTION TO ADDRESS THE DISCRIMINATION ALLEGATION IN THE LETTER?

DID YOU TAKE ANY ACTION TO ADDRESS THAT?

BLACKBALLED CONCERN VOICED BY KH??

3/29/04 7.0 on market up

1

lines between/Reviews/Civil

Outage
Beck with
week

Johnston
linear

divul representation
And some agreements with KH
then this year

W/S before - he has reviewed it - no additional
changes to it now

PR
HARIN

10/6 Transit - no changes or addition

Enterprise?

efforts

KH

7/99 KH was present on
site

was a facilitator program culture to assist leadership
Per 9/99

VP/HR support - Wal-Mart, AP, Security, Planning

At some point Transition to working with [redacted] pay off

Outage

Worked on KH - some
of the information needed
- [redacted] outage manager -
Beck with Beck

+

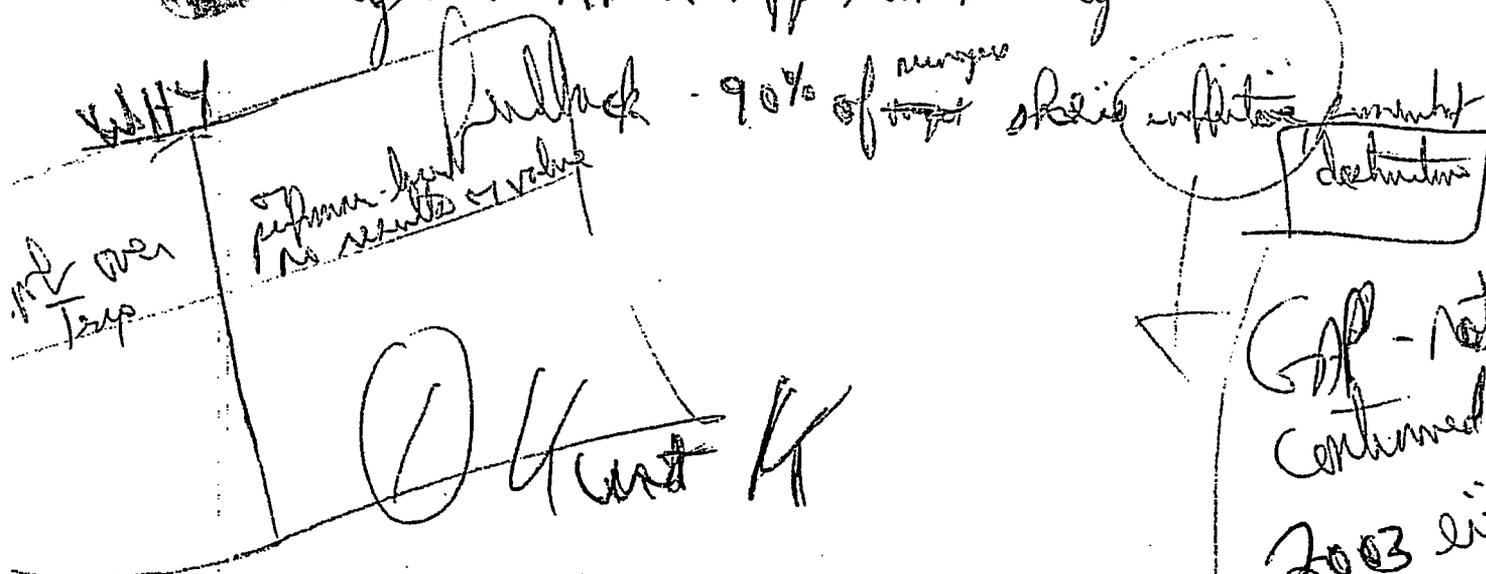
- NEOs - on reports
- [redacted] better
- [redacted] with
SMS

working by [redacted]

2002 - [redacted] Outage [redacted] - moved to operations/operability
[redacted] until 10/02
[redacted] for some employees
[redacted] [redacted]
[redacted] [redacted] or recover
[redacted] [redacted] for [redacted]

TC [redacted] to understand why
KH on waiver list

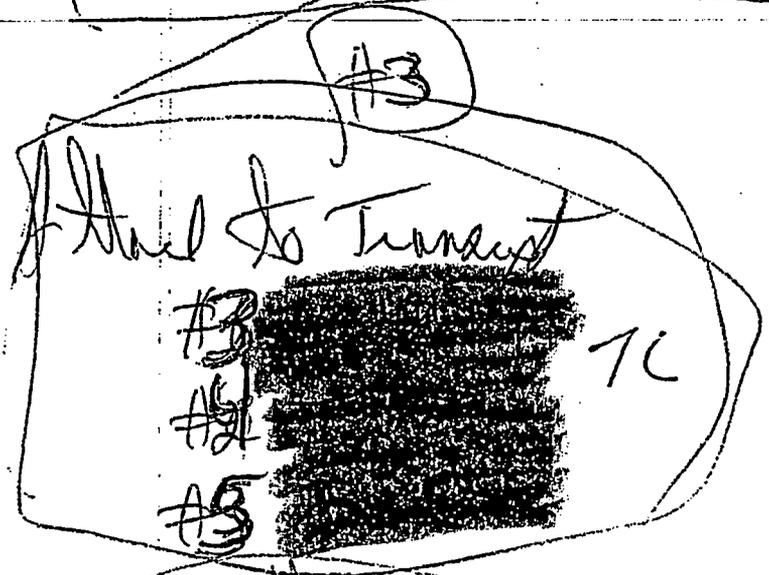
Why then KH being put on 45 day



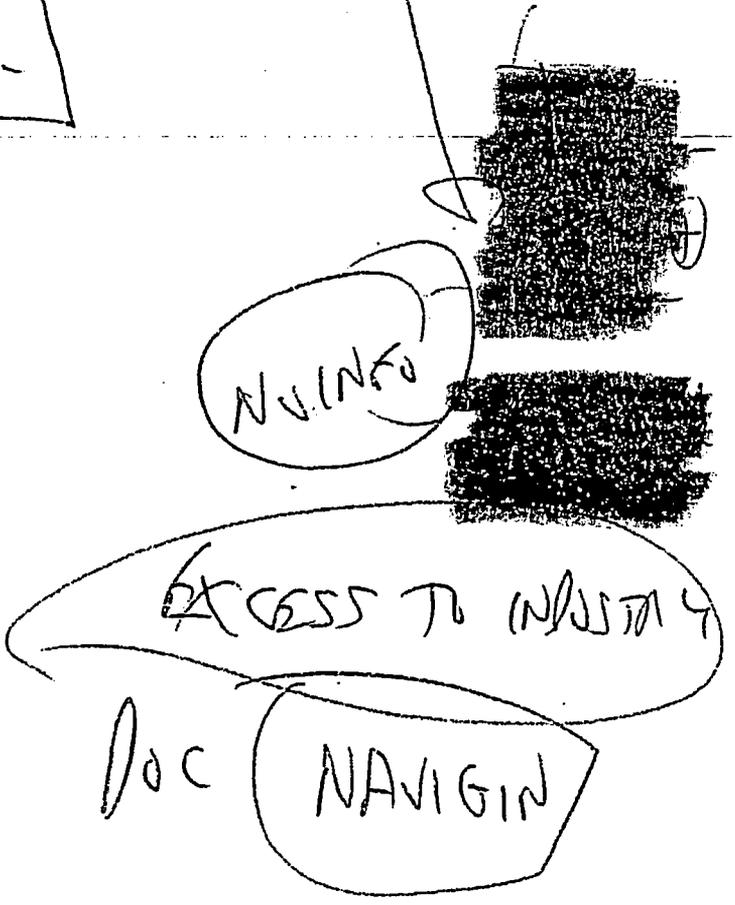
1) ~~Unit K~~

2) ~~[redacted]~~

~~KH understood it was temp -~~



Right after PR2 you have problem - name



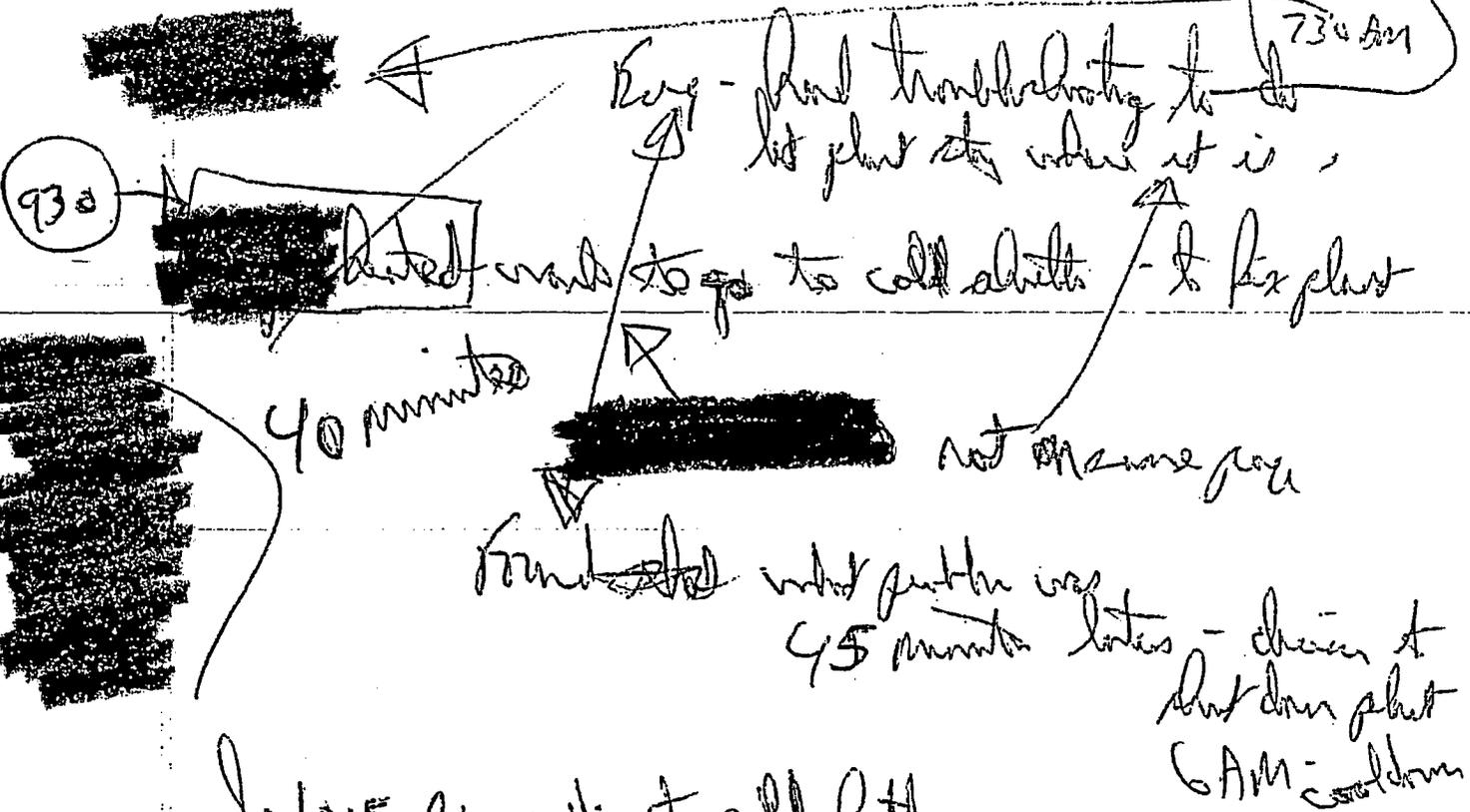
John Had been called
inop - had 72 hrs
LCO

- NO -

- No - to express views of how or other regarding
Nuclear safety

G.E. ~~██████████~~ BYPASS VALVE stuck 48% open

Outage Control Center



by 10:15 proceeding to cold shutdown

~~shut down~~

~~shut up~~

~~Not happy with
cool down stopping
in progress
and to system~~



730 ~~██████████~~

Recording - yes

Allyed

SCWE

question him about the entry on the

Bypass VALVE ISSUE

722
part of SCWE
Dimension -
a number
integrated

3/25/04

BYPASS VALVE ISSUE

NRB

SITE
ROOT CAUSE

perhaps having finished the

~~REMOVE TO FILE~~
DN 77

Cost

HUB MILLER

NP

sp
structure

PID

amplifier
structure

product has been
removed as per
* the products are applied
is being replaced

of people
with data
returned

Just
questions



missed word since 10/03 - many witnesses - judgments
panel more focused based on the large amount of
fieldwork CI/staff have conducted on the SCWE

Revisiting the reputation of her in the discussion

- thoughtful & candid w/ CI - no charges - but still
pride defects
- as subject of make safety to him -

74
The
parents
Council

They are off the ground
of the me

(PA)
what injury
way to her
river her position
of the area to

Salmon
Circulator

Salmon 1

Salmon 2

A&I

Salmon 3

74
SOP
6/25/5
Amey

- Holding the Best Hostage

Captives

Pg 5-6	not heard nuclear safety
18	Even - "no"
19	Even - "no"
20	product over safety "no"
22	no specifics

Rebuttal

~~AI-~~

created

(A) Exhibits to Transcript

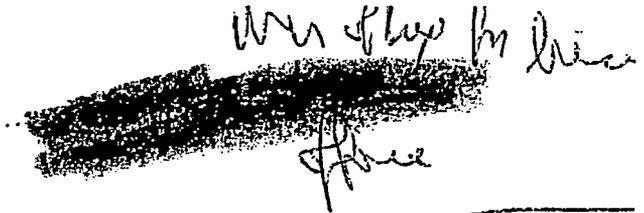
(1) Docs

- NAVIEN - EXCESS ACCRUALS
- OTHERS BEING ESCALATED
IN LATE Q2 thru April 03
- ROOT CAUSE 3/14 - 3/17

7C (2) [REDACTED] Experts Council

7C [REDACTED]

2 pieces



independent review of it

penalty guidelines on Friday issue

TIMELINE

12/12/02 - 1307 4 EDGs DECLARED INOP

12/13/02 - AT 1120 AM DISCOVERED TS REQ NOT MET ON "A" AND "C" EDG

12/14 - QT 1120 AM TS REQ TESTING NOT COMPLETED NOR WAS ACTION TAKEN TO RESTORE AT LEAST 1 EDG TO OPERABLE STATUS WITHIN 2 HOURS OR TO INITIATE HOT SHUTDOWN WITHIN THE NEXT 12 HOURS TO MEET TS 3.8.1.1.e

PER SCOTT BARBER PLANT SHOULD HAVE SHUTDOWN AT 1120 PM ON 12/14/02

SSDI TEAM STATED THEY BELIEVED THEY BELIEVED THAT PSE&G SHOULD HAVE COMPLETED FULL SCOPE TS TESTING OF ALL THE INPUTS (10) TO 3 EDGs LOCKOUT RELAYS. THEY ACKNOWLEDGED THE NEED TO DO THE TESTING, BUT IN 3 SEPARATE INSTANCES DID LESS THAN THE TS SURVEILLANCE TESTING MANDATED.

2nd Piece

LICENSEE IN BOX ON MONDAY - DIESEL "C" OUT OF SERVICE

TARP REVIEW - EXPLANATION OF WHAT TARP IS?

INTERNAL INVESTIGATION REPORT - DISCIPLINE AGAINST H.C. EMPLOYEES?

AL

[REDACTED] IMPRESSION THAT DRAVES WAS LEFT TO MAKE DECISION ON TESTING
vs NOT TESTING

WHO WAS AOM IN 12/02

CORRECTIVE ACTION - ORDER # 70028618 AND CORRESPONDING NOTIFICATION #
???

CORRECTIVE ACTION ORDER # 70028630 -

NOTIFICATION 20124539 ??? = FAILURE TO PERFORM DIESEL SURVEILLANCE

ALLEGED BY GED THAT YOU SUBMITTED COM
REGISTRATION ON
2/26/03
6/24/04

of
MOVED
UP AREA
WAS NOT
of utility
from 4/16/01
TO 3/21/01
BROOKLINE
SOUTH
in PA

INTRO / SUBJECT OF THE INVESTIGATION / POTENTIAL CRIMINAL SITUATION
Voluntary

SWEAR IN

ATTORNEY QUESTIONS

DPOB

[REDACTED]

5/03

SSN

(2251)

HOME ADDRESS

HOME TEL #

MILITARY

COLLEGE

HIRED AT PSEG HIRED

A B new by
is being
for last
not permanent
Temp assignment



RELATIONSHIP WITH KIM HARVIN

cut

*KH comm
to [redacted]
[redacted] [redacted]
[redacted]*

AREAS TO EXPLORE

HOW DID SHE COME TO WORK ON ASSIGNMENT AT SALEM/HOPE CREEK IN 98/99 TIME PERIOD - AT YOUR REQUEST???

IMPLEMENT SAP



INPUT/WRITE HARVIN PERFORMANCE PARTNERSHIP/JOB PERFORMANCE APPRAISAL FOR THOSE YEARS?

HOW DID SHE COME TO BE TRANSFERRED TO NBU AT SALEM/HOPE CREEK IN LATE 2001 TIME PERIOD

AT YOUR REQUEST

WHY

DID HER WORK RESPONSIBILITIES CHANGE AS RESULT OF THAT

DID SHE NOW REPORT TO YOU IN AN OFFICIAL EMPLOYEE TO SUPERVISOR CAPACITY

TC

Q WERE YOU TO WRITE HER JOB PERFORMANCE APPRAISAL FOR THE CALENDAR YEAR 2002

Q DID YOU INFORM HER OF THAT AND WHAT ELSE THE TRANSFER MEANT
YES

IF [REDACTED] SAYS IT WAS ONLY A TEMP JOB - CONFRONT WITH NO CHANGE IN EMPLOYEE STATUS CODE - WHICH SAYS PERMANENT EMPLOYEE

(1)

GO TO EMAILS FROM [REDACTED] TO [REDACTED] AND HAVE THEM EACH EXPLAINED

(2)

ROTATIONAL ASSIGNMENT OR PERMANENT NATURE OF THE JOB

DID YOU HAVE A SPECIFIC CONVERSATION WHERE YOU TOLD HER OR WHERE IT WAS EXPLAINED TO HER THAT HER JOB WAS TEMPORARY AND WOULD COME TO AN END AT SOME POINT?

EVIDENCE TO OFFER THAT SHE WAS MADE AWARE OF THAT

ASK IF AFTER HARVIN WAS TOLD OF TEMP NATURE OF THE POSITION IN MID 2002 BY [REDACTED] - DID HARVIN THEN ASK [REDACTED] IF IT WERE TRUE??

(A)

BEING PLACED ON TEMPORARY LIVING EXPENSES ISSUE

(3)

ALL
TK

~~Del~~ IN 2002-4R QAR...

WAS SHE STILL TO BE KEPT ON PER DIEM/TEMPORARY LIVING EXPENSES FOR THE CALENDAR YEAR 2002 - EVEN AFTER TRANSFERRING TO NBU IN 1/02??

BASIS FOR ALLOWING OR DECIDING THAT?

A - ~~None~~ CIVIC MANSION
B - ~~Nature~~ STAY

CALL FROM EXTENSION - ~~WILSON?~~

ANYONE ELSE IN YOUR ORG. GETTING SUCH EXPENSES PAID FOR?

BASIS FOR WHY THAT CEASED ON 1/5/03?

DID [redacted] CLAIMS ON CIVILIAN'S EXPENSES BEING AUDITED BY CORPORATE ACCOUNTING PER [redacted]

PROTECTED ACTIVITY

"DID HARVIN EVER TELL YOU THAT THE CULTURE AT SALEM/HOPE CREEK WAS NOT CONDUCIVE TO GOOD LABOR RELATIONS AND GOOD SOUND POWER PLANT FUNDAMENTALS. AND TO THE EXTENT THE CULTURE AND WORKING ENVIRONMENT WOULD MANIFEST ITSELF AS IN ISSUES OR PROBLEMS IN THE POWER PLANT, THAT WAS CERTAINLY SOMETHING THAT ALWAYS WAS UNDERSTOOD ANY TIME WE HAD THESE TYPE CONVERSATIONS. IT WAS NEVER CLEARLY IDENTIFIED AND EARMARKED AS SPECIFICALLY - I HAVE A NUCLEAR SAFETY CONCERN ISSUE. BUT THERE'S NO DOUBT THAT THAT WAS REALLY AT THE HEART OF HER ISSUE." BY [redacted] 7C

ADVIS [redacted] in mid 03 [redacted] of [redacted] to [redacted] position

PSEG LEADERSHIP WEAKNESSES, FAILINGS, INADEQUATE ATTENTION TO EMPLOYEE RAISED CONCERNS, NON- CONSERVATIVE OPERATING DECISIONS, EMPHASIS ON PRODUCTION OVER SAFETY,

[redacted] STAFF MEETINGS - DID HARVIN ATTEND? FREQUENCY/ ATTENDED BY?

(4)

KH present at a [redacted] STAFF meeting where she said site management is a nuclear safety issue. In SPRING 2001 time period - CONFRONT [redacted] ABOUT THIS - AND DID

72
TELL [REDACTED] TO NOT HAVE HARVIN ATTEND ANY FURTHER MEETINGS AFTER THIS ONE???

- WANO debrief - on those issues being identified - and what company did to address the these issues. - see p. 29 and p. 4

DOWNSIZE/POSITION ELIMINATION

72
80 - GAP/Navigan study found them to be a large delta in fixed labor costs -
** [REDACTED] ** had resp to take the study and shape it into site going forward and give
[REDACTED] recommendation on where they should implement it - and then decision was [REDACTED] ** WAS
KH POSITION ID BY ** [REDACTED] ** AS A SURPLUS - AND WHEN???? - TO SAYS THERE
WERE 3 AREAS THEY WANTED TO IMPROVE UNDER [REDACTED] LEADERSHIP 1. TOP
QUARTER IN SAFETY 2. RELIABILITY AND 3. COST - AND COST WAS ONE THEY
HAD MADE NO PROGRESS IN so that is what initiated the NAVIGAN study in late 2002
which resulted in reductions in f2 and 3/03 and June, July and August (under [REDACTED])

IN 2002 DID YOU HAVE ANY STAFF POSITIONS/EMPLOYEES WORKING DIRECTLY FOR YOU?

PURPOSE OF STUDY

WAS YOUR ORGANIZATION REVIEWED IN AN EFFORT TO LOOK FOR POTENTIAL POSITION ELIMINATIONS

HARVIN 2002 JOB PERFORMANCE APPRAISAL ISSUE/AREA

(5)

ASK [REDACTED] TO EXPLAIN HIS COMMENTS

JANUARY 2003 MEETING AT [REDACTED] RESIDENCE

PURPOSE

perf of managers

GO BACK

WHAT GENERALLY DISCUSSED

some felt she was unsat and some felt NI - T or F??

WAS KH JOB PERFORMANCE DISCUSSED - IN WHAT WAY - DID [REDACTED] SEEK INPUT OF HIS DIRECT REPORTS ON ALL THEIR DIRECT REPORTS??

A CHECK

He did not tell them then

WAS THERE A CONSENSUS OF GROUP THAT HAD KH EFFECTIVENESS SIGNIFICANTLY DIMINISHED - WHAT WAS YOUR VIEW AND DID YOU SHARE IT WITH THE GROUP???

because he was not

[REDACTED] of info.

FROM [REDACTED] TRAN - 39 - Says [REDACTED] had most negative feedback*** [REDACTED] had passed on some confidential info to her and she then passed it on to others - [REDACTED] upset about integrity issue. There were positives and negatives about all discussed. Says some felt she was unsat and some felt she was NI - almost certain [REDACTED] felt she was unsat. [REDACTED] was rated unsat, [REDACTED] was rated as NI. [REDACTED] confirmed that he felt [REDACTED] were in bottom grouping

TOTALITY OF IT ALL TC

STILL NEEDED THER
AS ACCOUNTABLE

WAS THERE AN AGREEMENT AMONG GROUP AS TO HER PERFORMANCE FOR 2002
- WHAT WAS IT?

WHY DID YOU ASK FOR THEIR INPUT IF YOU HAD ALREADY MEADE DECISION IN
12/02 TO ELIMINATE HARVIN POSITION???

TIME FOR KH TO MOVE ON???

→ BETWEEN

2/26/03 MEETING WITH KIM HARVIN

WHY SAY... TO... SCENARIO...
TO... THAT...
WHAT... HER... (2)

WHY MEET

WHY TELL HER AT THIS MEETING THAT HER POSITION WAS ELIMINATED

PLAY TAPE HERE

~~ORIGINALLY~~

#6

MARCH 20, 2003 MEETING WITH KIM HARVIN

\$\$\$ PLAY TAPE \$\$\$

- STANDALONE ENTIRE MEETING

MARCH 20, 2003 LATE AFTERNOON MEETING WITH [REDACTED] AND -

← DID YOU TELL [REDACTED] THAT HARVIN HAD RAISED CONCERNS TO YOU THAT
MORNING???

DID [REDACTED] TELL YOU THAT 3/21 WAS GOING TO BE HARVIN'S LAST DAY???

7L

*When do you think
it occurred*

[Redacted]

ACCELERATION OF HER LEAVING THE SITE? ANY INVOLVEMENT IN THAT DECISION

12/07??

[Redacted]

PART OF DISCUSSIONS WHERE THAT DECISION WAS MADE?

DO YOU KNOW WHY HER REMOVAL FROM SITE WAS ACCELERATED?

[Handwritten scribbles]

AT SOME Pt. [Redacted] CHANGE TO THE [Redacted] THAT

DO YOU KNOW WHOSE DECISION IT WAS TO DO THAT?

[Redacted]

7C

[Redacted] LETTER

KIA allegations

MEETING WITH [Redacted] 3/28/03 WHERE THEY TOLD YOU OF IT?

MOVING UP HER OUT PROCESS DATE FROM 4/16/03 TO 3/28/03

ORIGINAL UNDERSTANDING THAT KH GOING TO WORK THE FULL 45 DAYS UNTIL 4/16 - DID YOU AGREE WITH THAT - WHY ALLOWED AND WHY CHANGED????

WHEN DECIDED

WHOSE DECISION

INVOLVEMENT IN MAKING THAT DECISION

SEEMS TO HAVE OCCURRED RIGHT AFTER [Redacted] LETTER - BASIS FOR WHY THAT NOT THE CAUSE

*of 4/16
AGREED
TOLD [Redacted]
[Redacted] TOLD
[Redacted] 3/28
SHOULD BE
KIA LAST
DATE
10V
F??*

COMPLAINTS REGARDING KIM HARVIN PERFORMANCE/INTERACTIONS
WITH PEOPLE AT SITE OR IN HQ

- acting as line manager - overstepping her bounds - confused people as to her role

- spoken to number of times because of it

asking Vps if facilitators were worth \$\$ in making forward progress - on getting improvement in alignment with mgmt.

- view that KH becoming less effective as time went on - seeing less and less effectiveness

"thinks" it was decided based on KH job performance/not getting results/no value and her job being "over" decided that it was in excess in comparison to industry - says they probably both lined up and was basis for decision to eliminate the position.

says he heard had always said KH job was a year by year type of thing - KH probably thought it was for forever. *** Says it was clear in VPs minds it was yearly

and are getting feedback from people that were interfacing with KH that this is not a good situation for us or her - she is extraordinarily emotional and trying to lobby with anyone to see if they can find job for her and because being told she was not qualified, she broke down and cried and people were saying they did not know how to deal with it and that feedback got to and they said "maybe we should move up her leaving date" HE IS PRETTY SURE THAT FEEDBACK CAME FROM

- knows of nothing that would suggest that the decision to eliminate her position was the result of a response to information KH provided on nuclear safety or that caused her to be escalated - but says that KH date moved up was caused from feedback he got from about KH around the site

personal business while at work

ALL
TC

- intimidation

- making people cry at meetings

- threw around power

- treated individuals badly

- HEARD ANY COMPLAINTS OR CONCERNS ABOUT HER EMOTIONAL STATE OR IT EFFECTING CAUSING CONCERN AMONG PEOPLE AT PLANT?????



- Of the world -

some what unchangeable
could be done to
what some day -
since he is not sitting
on ~~the ground~~

70

7/8/04

~~██████████~~ INTERVIEW # 3

INTRO

SWEAR IN

ATTORNEY

3/27/03 TELCON

pg 4
relating to what you
told me on
Monday

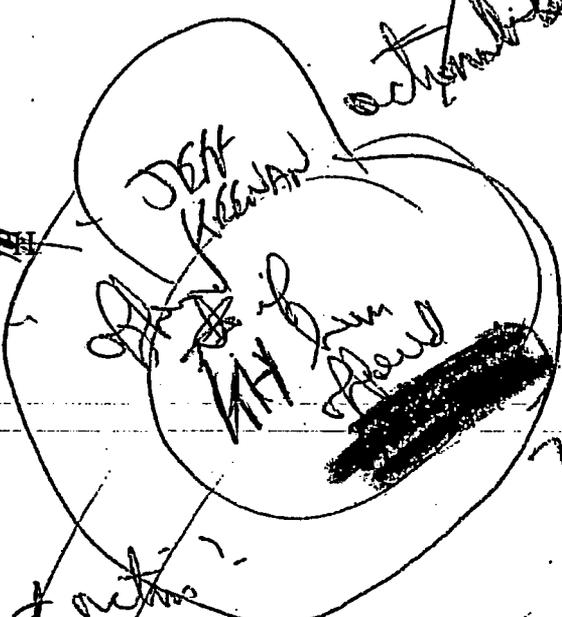
to what you
on
Monday

Q Did you voice
on tape -
to what

3 A Why call her
back

A A whose
direction - of
any

pg 7 why not confront
and ask her
what went on
line 9



nothing
act on behalf

Q - important actions -
why not talk
about what/why
her

pg 7 - why not
stop her from
looking at
and that

pg 5 line 11 on
her not ending

pg 6 - ~~intentionally~~
why not ask
her

pg 7 - did you ask
7c

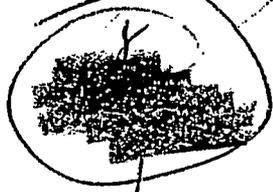
J. KRESNAN
may call her
further about
agency location
7c

pg 8 - why not
tell her I was
7c



5/19/04
5/22/04

Qs



Moving
up
last
day

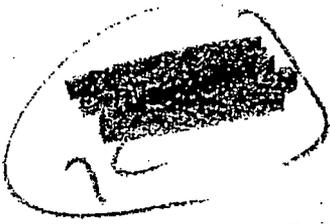
8/02

~~INTRO~~

~~SWEAR IN~~

~~ATTORNEY QUESTIONS~~

~~DOB~~



~~ASN~~

~~HOME ADDRESS~~



ALL HR
KUNENWALD

BUS WAS

Nike

~~HOME TEL #~~

~~MILITARY~~ HR



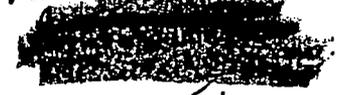
(A) ~~relief of her duties~~
of A 3/18/03

- meeting with ~~...~~
- prior to the meeting with HR to tell her -
- her position was eliminated
- when I heard -
- that she left 45 day
- notice, separation agreement
- prior to meeting
- ASHER KUNENWALD for
- the date she does
- work proposed
- elimination due to
- downsizing, elimination
- poor performance -
- which one

(A) ~~HR job title~~

- SITE ~~...~~

RELAYED TO



- ~~...~~ altered

- IBEW comments



76

02

was

HR

JUR

AT VNTC

- INTERNAL INVESTIGATIONAL (LITIGATION)
- (FORMAL COMPLAINTS)
FIRST MET see p. 14 UNION - under track

per [redacted] can provide first hand info of complaints re KH at site specifically in areas of:

- personal-business while at work
- intimidation
- making people at meetings cry
- threw around power
- treated individuals badly

[redacted]

think name of KH possibly director to energy with irregular

01
02
03

[redacted]

ALWAYS CRIB AS MASTERS
JULIAN NEEDED TO AS LINE

2 [redacted] APPROVED [redacted] [redacted]

3 [redacted] INVESTIGATION [redacted] GRINDWORK

- objective was to get her out of the organization - why???

1ST AWARE OF ISSUES OR CONCERNS RAISED WITH KH JOB PERFORMANCE, INTERACTIONS WITH PEOPLE, THROWING HER WEIGHT AROUND, EXPENSES?

AND WHO SHARED WITH

EVER SHARED WITH [redacted]

what you his [redacted]

TRANSFER FROM CORPORATE TO NBU

** 10/31/01 email from [redacted] to [redacted]

HER [redacted] [redacted] [redacted]

KH TRANSFER TO SITE/NBU - WHEN AND WHAT DID IT MEAN

WAS IT A TEMP ASSIGNMENT - AND AT END OF 2002 DECISION MADE ON WHETHER TO CONTINUE HER SERVICES

SEE EMAIL ABOUT NEEDING KH FOR ALL OF 2002 - SIMILAR DISCUSSIONS ON THAT FOR '03

fb
sb

What?

SHARE WITH

BUDGET?

Concrete approved

IBKw
ORINJONK

IF SO DO YOU RECALL IF KH POSITION WAS BUDGETED FOR 2003???

WHY DONE

DID YOUR ORG LOSE FTE AT SOME POINT AFTER KH TRANSFERRED

last quarter of
2002
from BH

POSITION ELIMINATION

Ask parent
multi topics the #5

FIRST KNOWLEDGE THAT [REDACTED] MADE A DECISION TO ELIMINATE KH POSITION

~~MAY HAVE BEEN ELIMINATED (LATE 03) TO GET 90% PACKAGE~~

DOWNIZING - NAVIGN STUDY

YES I think
[scribbles]

[REDACTED] SAYS [REDACTED] TOLD HER NO LATER THAN JANUARY 17, 2003 -

WHEN FIRST DISCUSSION SHE HEARD/LEARNED OF THAT KH POSITION BEING ELIMINATED

KNOWLEDGE OF OTHER JOBS BEING OFFERED TO KH AFTER INFORMED HER POSITION BEING ELIMINATED?

- * SEE HR GENERALIST/HR CONSULTANT POSITION DESCRIPTION DATED 3/3/03

YOUR UNDERSTANDING FOR BASIS FOR THAT DECISION

ALL
70

also to 2
on 2/26/03
1/17
lots of
separations
working

**** QUESTIONS ON TERMINATION AGREEMENT ****

SIGNED BY KH 2/26/03 - I *when signed to KH by* ... WHY THEN - WHO ELSE THERE?

WHO DRAFTED THEM

BASIS FOR LANGUAGE IN THE SEPARATION AGREEMENT/ STANDARD LANGUAGE?

DRAFT AGREEMENT DATED FEBRUARY 2003 -

WHO DRAFTED IT

WHEN WAS IT DRAFTED? ASK FOR COMPUTER RECORDS SHOWING EXACT DATE IT WAS INITIALLY DRAFTED...

WHY 2 DIFFERENT DATES

EXHIBIT 37
DINDER 3
CS CS 4K
ANNUNCIATOR
SENT 2/18/03

4/2/03
boundary

ACCELERATION

FIRST LEARNED THAT A DECISION HAD BEEN MADE THAT KH LAST DAY ON SITE WSA NOT GOING TO BE 4/16 - BUT GOING TO BE IN 3/21-3/28 TIMER FRAME??

o/a 3/21

ring phone call for [redacted]
TC [redacted]

DID [redacted] SHARE WITH YOU DISCUSSION HE HAD WITH [redacted] AND [redacted] 3/18 OR 3/20 REGARDING KH ???

3/18 MEETING/DISCUSSION BETWEEN [redacted] AND [redacted] - WHERE THEY TOLD [redacted] TO TELL KH SHE NEED TO START FINDING ANOTHER JOB - WHY WAS THAT DIRECTION GIVEN - [redacted] SAID SHE WANTED KH RELIEVED OF ALL HER DUTIES WHY????

HEARD ANY COMPLAINTS OR CONCERNS ABOUT HER EMOTIONAL STATE OR IT EFFECTING/CAUSING CONCERN AMONG PEOPLE AT PLANT?????



[Handwritten signature]

7c

- SEE P. 16 - [REDACTED] SAYS SHE WAS INVOLVED IN THE DECISION - SAYS SHE WAS AT SITE TO MEET WITH [REDACTED] ON 3/20 - - AND SHE AND [REDACTED] TALKED TO [REDACTED] CONCERN KH CONTINUING TO GET INVOLVED IN MORE HR ISSUES - LIKE WHAT???

WHY DIDN'T [REDACTED] TELL HER THAT 3/20 WAS HER LAST DAY???? AND NOT UNTIL 3/24 DID [REDACTED] TELL HER

LEADERS

RELATED TO HER CLAIMED BUSINESS EXPENSES

PART OF DISCUSSIONS WHERE THAT DECISION WAS MADE?

DO YOU KNOW WHY HER REMOVAL FROM SITE WAS ACCELERATED?

DO YOU KNOW WHOSE DECISION IT WAS TO DO THAT?

ever link it to her raising concerns in general

ever link it to her raising nuclear safety concerns

prohibits over safety work in that a safety issue / non-consentive decision making

WHEN DID YOU FIRST LEARN OF THE HARVIN TO [REDACTED] LETTER

HOW DID YOU LEARN OF IT

WERE YOU INSTRUCTED TO TAKE ANY ACTION TO ADDRESS THE
DISCRIMINATION ALLEGATION IN THE LETTER?

DID YOU TAKE ANY ACTION TO ADDRESS THAT?

BLACKBALLED CONCERN VOICED BY KH??

PRESSURE TO KEEP PLANT UP. NEVER BEEN IN MEETING THERE WHERE THAT WAS VERBALIZED.

&&& OCCASIONS WHERE THEY HAD TO DEBATE A POTENTIAL SAFETY ISSUE/EQUIPMENT OPERABILITY OR INOPERABILITY ISSUE FOR 4-6 HOURS BEFORE COMING TO A DECISION - COULD BE PERCEIVED THAT THEY WERE NOT BEING FIRM IN DECISION ON HOW THEY WERE OPERATING THE PLANT

② &&& PRODUCTION OVER SAFETY - HAVING TO PROVE IT'S INOP, vs PROVE IT'S OPERABLE - PROMPTED Sms TO MEET WITH ██████████ TO DISCUSS - UNDER ██████████ REGIME. 7c

BELIEF THAT SAFETY IS NUMBER PRIORITY AS LONG AS IT DOESN'T IMPACT SCHEDULE OR GENERATION. IF SOMETHING HAS TO GIVE IT TENDS TO BE SAFETY. THAT IS THE IMPRESSION.

&&& LOSS OF TRUST BETWEEN AOMs Sms AND SR OPS LEADERSHIP DURING ██████████ REGIME

&&& GENERAL - DIRECTION THAT OPERABILITY DETERMINATIONS MADE BY TARP - I.E. IT HAS TO BE PROVEN INOPERABLE BEFORE AN ACTION CAN BE TAKEN - vs> WHAT EXPERIENCED AT OTHER PLANTS THAT IF CAN'T PROVE OPERABLE - IT IS INOPERABLE

POTENTIAL SALEM SCWE ISSUE

SPECIFIC ISSUES

&&& APPROX 2 YEARS AGO - ISSUE WITH SALEM SJ CHECK VALVES 4/5 AND 12/13 LEAKING. SOME Sms AND AOM WANTED LEAK TESTING DONE TO DETERMINE IF IT WAS A PROBLEM - DECISION MADE BY ██████████ (AND PROBABLY ██████████ TO NOT TEST - BUT TO "ENGINEER IT AWAY"

[redacted] and I interviewed [redacted] on 2 issues on 1/22/04. During the SCWE portion of the interview, [redacted] said that he believes the Salem SJ valves in question were declared operable (after leaking was detected) without a sound technical basis. [redacted] does not believe the conservative thing was done and he does not believe that technical specification compliance was met with how they handled the issue. [redacted] said that at artificial island, Operations made operability conclusions and pressure/pushback on the SJ valve issue came from [redacted]. Specifically, [redacted] told [redacted] that they were not in tech spec compliance on this issue and [redacted] responded that engineering had done an evaluation - and pushed back on [redacted] after [redacted] told him he believed it was inoperable.

Eileen and I heard a similar concern raised regarding these valves by [redacted] during a 12/16/03 interview. We have now heard this from 2 high level sources - with indications that there may have been a violation of tech specs. I will not receive the [redacted] transcript for about 10 days - but wanted to get this info to you so that a formal determination can be made thru the allegation process on whether a violation occurred here. If it did, there are clear indications from [redacted] testimony that it is potential deliberate misconduct.

On December 16, 2003, and January 22, 2004, the [redacted] were interviewed as part of OI Assist to Staff 1-2003-051F regarding the SCWE at the Salem and Hope Creek sites. During the interviews both discussed that in the 2001 time period the Salem Unit 2 SJ 4/5 and 12/13 injection valves were leaking significantly (in violation of technical specification surveillance requirements), but it could not be determined which valve was leaking without doing additional testing. Specifically, [redacted] indicated that testing was planned to determine which valve was leaking. Initially, [redacted], Salem/Hope Creek Operations Director agreed that the planned testing needed to be done, but ultimately he "pushed back"/disagreed with the plan and made the decision that the testing was not going to be conducted, even after being informed by [redacted] that they were not in compliance with technical specifications on the issue. [redacted] said that the valves were declared operable without a sound technical basis and due to the leaking they were in noncompliance with technical specification surveillance requirements. [redacted] and [redacted] indicated the problem was "engineered away." [redacted] testimony on this matter is located at pages 52-65 and 117-119 on his transcript of interview. [redacted] testimony is located at pages 20-35.

ALL ABOVE IS
7C

70

&&& SWITCHYARD ISSUE 9/03 WITH [REDACTED]

74 - says [REDACTED] involvement in Hurricane Isabel electrical arcing in switchyard issue was not inappropriate - says how this was handled is example of good vs. bad - in how old v.s. new functions. [REDACTED] had earlier said - the unit is going to have a strong likelihood of tripping that night - there were follow up discussions on who was resp for cost of clean-up plant or corporate but that night [REDACTED] makes decision to shut down - **CONFLICT WITH OTHER TESTIMONY OBTAINED BY OI -**

&&& [REDACTED] WITHOUT AUTHORIZATION FROM THE CONTROL ROOM 7c

&&& SALEM 1, 24 STEAM GENERATOR FEED REG VALVE (FRV) 24BF19 FAILED approximately mid this as a production over safety issue (p. 12-17+).

TO RESPOND - THE NCOs AND AT LEAST 1 SRO ON SHIFT BELIEVED THE VALVE WAS MECHANICALLY BOUND ... MGMT DIDN'T WANT TO DECLARE IT MECHANICALLY BOUND AND THEREFORE INOP BECAUSE THAT WOULD REQUIRE A LCO 3.0.3 SHUTDOWN. MGMT ELECTED TO PURSUE A CONTROLS FAILURE ... SHUTDOWN DELAYED FOR ABOUT 36 HOURS.

AN [REDACTED] USED A METAL BAR TO PRY A CIRCULATING WATER PUMP BREAKER INTO ITS ENERGIZED CUBICLE.

Letter to file

[REDACTED] TALKED OF 4 POTENTIAL SCWE ISSUES

3 SALEM GRASSING ISSUE - EARLY MARCH 2003

WAS IN ON SOME PHONE CALLS AND MEETINGS BUT SINCE SALEM - NOT AS MUCH - MORE EXP WITH HC

KEEPING REACTOR POWER AT PROPER LEVEL WITH SITUATION DETERIORATING

are you going to only [REDACTED] national

New Mgmt vs.

SUPV BY COMMITTEE

LESS EMOTION THAN TURBINE VALVE ISSUE - RIGHT THING WAS DONE -
WAS IT TIMELY DECISION - "YES" FELT GOOD ABOUT WHERE AND HOW
THEY GOT THERE

BUT FROM A NLO PERSPECTIVE - WAS PROBABLY A SCWE ISSUE - HE
BROUGHT UP FOR THAT REASON

*** SALEM GRASSING ISSUE - EARLY MARCH 2003

SOME Sms WANTED MORE CIRCULATORS (4 INSTEAD OF 3) - [REDACTED]
FELT THOSE INDIVIDUALS WERE "HOLDING THE PLANT HOSTAGE"???

KEEPING REACTOR POWER AT PROPER LEVEL WITH SITUATION
DETERIORATING

SUPV BY COMMITTEE

LESS EMOTION THAN TURBINE VALVE ISSUE - RIGHT THING WAS DONE -
WAS IT TIMELY DECISION - "YES" FELT GOOD ABOUT WHERE AND HOW
THEY GOT THERE

BUT FROM A NLO PERSPECTIVE - WAS PROBABLY A SCWE ISSUE - HE
BROUGHT UP FOR THAT REASON

N/A A START-UP CHECKLIST??

&&& LEAK OF #12 NUCLEAR SERVICE WATER PIPE - UNDERGROUND - JUST AS
PIPE ENTERED BUILDING. . INITIAL OPERABILITY DETERMINATION = OPERABLE
BUT DEGRADED - BY ENGINEERING - WEEKS IN DURATION - BUILT HUT FOR NEOs
TO OBSERVE - DID EXCAVATION - DID SHUT DOWN - BUT TOOK TOO LONG IN

SOME EYES - ABLE TO DO TEMP REPAIR WHILE ON LINE - THEN PERMANENT FIX DURING SHUTDOWN.

&& Says after receiving INPO 3 in 2002, union leadership still positive , but plant mgmt was disappointed - said that after meeting plant focus was not changed to where production over rode safety.

&&& EVER SAW/HEARD NEWARK MGMT DIRECT OR SUPERVISE A DECISION AT PLANT REGARDING SAFETY/START UP/SHUT DOWN?

&&& NO PLANT MGR FOR LAST 3 YEARS - LED TO "WHOSE IN CHARGE" MENTALITY - MANAGEMENT/DECISION BY COMMITTEE LED TO MUCH INPUT BY INDIVIDUALS WHO HAD NO DECISION AUTHORITY OVER ISSUE

&&& REMEMBERS THAT [REDACTED] WAS CHALLENGING EVERYONE. DOES NOT THINK [REDACTED] FELT OPS WAS ASKING ALL THE QUESTIONS AND HAD THOUGHT THINGS THRU -

&&& NO NLOs TOLD HIM THIS EITHER - BUT THEY FEEL FRUSTRATED THAT IN ID SAFETY ISSUES - THEY CAN'T GET IT FIXED TO THEIR SATISFACTION IN A TIMELY MANNER. SEES THINGS THAT SHOULD BE ID BY NLOs BUT ARE NOT - MAYBE THAT THEY HAVE GIVEN UP RAISING ISSUES.

&&& NO PLANT MGR FOR LAST 3 YEARS - LED TO "WHOSE IN CHARGE"
MENTALITY - MANAGEMENT/DECISION BY COMMITTEE LED TO MUCH INPUT BY
INDIVIDUALS WHO HAD NO DECISION AUTHORITY OVER ISSUE

- DEREGULATION -

HOPE CREEK TURBINE BYPASS VALVE ISSUE 3/17/03

MEETING/DISCUSSION WITH [REDACTED]
[REDACTED] LICENSE HOLDER - NO CORPORATE
PARTICIPATION THAT HE HEARD

LENGTH OF DISCUSSION ON WHAT NEEDED TO BE DONE WAS
EXCESSIVE - ATTENDEES THOUGHT BLACK AND WHITE/STRAIGHT
FORWARD THAT NEEDED TO SHUT DOWN TO INSPECT/FIX VALVE

[REDACTED] WAS ONLY ONE WHO KEPT CHALLENGING - DO WE HAVE
ALL INFO - THOUGHT THAT TYPE OF DISCUSSION COULD BE TAKEN
WRONG WAY - BUT DOES NOT THINK IT WENT OVER THE LINE

KH RAISING OF SAFETY CONCERNS

PSEG LEADERSHIP WEAKNESSES, FAILINGS, INADEQUATE ATTENTION TO EMPLOYEE RAISED CONCERNS, NON- CONSERVATIVE OPERATING DECISIONS, EMPHASIS ON PRODUCTION OVER SAFETY,

KH being at a meeting where she said site management is a nuclear safety issue. In 2002 time period -

- WANO debrief - on those issues being identified - and what company did to address the these issues. - see p. 29 and p. 4

DOWNSIZE/POSITION ELIMINATION

80 - GAP/Navigan study found them to be a large delta in fixed labor costs -

76
** [REDACTED] * had resp to take the study and shape it into site going forward and give [REDACTED] recommendation on where they should implement it - and then decision was [REDACTED] * asked for NAVIGAN study** LEAD - ** [REDACTED] * id where surpluses were - LEAD - INTERVIEW [REDACTED] - Q - WAS KH POSITION ID BY * [REDACTED] * AS A SURPLUS - AND WHEN???? TO SAYS THERE WERE 3 AREAS THEY WANTED TO IMPROVE UNDER [REDACTED] LEADERSHIP 1. TOP QUARTER IN SAFETY 2. RELIABILITY AND 3. COST - AND COST WAS ONE THEY HAD MADE NO PROGRESS IN so that is what initiated the NAVIGAN study in late 2002 which resulted in reductions in f2 and 3/03 and June, July and August (under [REDACTED])

IN 2002 DID YOU HAVE ANY STAFF POSITIONS/EMPLOYEES WORKING DIRECTLY FOR YOU?

HEARD OF NAVIGN/GOODNIGHT STUDY AT SALEM HOPE CREEK

PURPOSE OF STUDY

IN THE SUMMER AND INTO THE FALL OF 2002 DID YOU PARTICIPATE IN DISCUSSIONS SURROUNDING THE NAVIGN/GOODNIGHT STUDY.

WAS YOUR ORGANIZATION REVIEWED IN AN EFFORT TO LOOK FOR POTENTIAL POSITION ELIMINATIONS

IF NOT - WHY NOT??

IF NOT - WERE YOU AWARE THAT OTHER ORGANIZATIONS WERE BEING REVIEWED IN AN EFFORT TO LOOK FOR POSITION ELIMINATIONS?

SPECIFICALLY STAFF POSITIONS

WAS THERE TALK OF ELIMINATION OF OTHER STAFF POSITIONS AT THE SITE

SPECIFICALLY THOSE THAT REPORTED TO [REDACTED]

JANUARY 2003 MEETING AT [REDACTED] RESIDENCE

PURPOSE

WHAT WAS GENERALLY DISCUSSED

some felt she was unsat and some felt NI - T or F??

WAS KH JOB PERFORMANCE DISCUSSED - IN WHAT WAY - DID [REDACTED] SEEK INPUT OF HIS DIRECT REPORTS ON ALL THEIR DIRECT REPORTS??

HAD KH EFFECTIVENESS SIGNIFICANTLY DIMINISHED

FROM [REDACTED] TRAN - 39 - 1/03 Saturday morning review at [REDACTED] house - all direct reports were there ([REDACTED] NOT PRESENT) - KH also discussed. Says [REDACTED] had most negative feedback*** [REDACTED] had passed on some confidential info to her and she then passed it on to others - [REDACTED] upset about integrity issue. There were positives and negatives about all discussed. Says some felt she was unsat and some felt she was [REDACTED] - almost certain [REDACTED] felt she was unsat. [REDACTED] was rated

ALL

unsat, [REDACTED] was rated as [REDACTED] confirmed that he felt [REDACTED], and KH were in bottom grouping

PERSONAL EXP WITH THAT -EXPLAIN? ON HER SHARING INFORMATION WHICH WAS NOT TO BE SHARED REGARDING POSITIONS BEING FILLED AND/OR ELIMINATED

WAS THERE AN AGREEMENT AMONG GROUP AS TO HER PERFORMANCE FOR 2002 - WHAT WAS IT?

TIME FOR KH TO MOVE ON???

POSITION ELIMINATION

when first heard discussion of the possibility or learned it was a made decision??

DISCUSSION IN 2002 OF ELIMINATION OF KH POSITION (SAYS NO RECALL OF THAT - SEE P. 12)

ACCELERATION OF HER LEAVING THE SITE? ANY INVOLVEMENT IN THAT DECISION

PART OF DISCUSSIONS WHERE THAT DECISION WAS MADE?

DO YOU KNOW WHY HER REMOVAL FROM SITE WAS ACCELERATED?

DO YOU KNOW WHOSE DECISION IT WAS TO DO THAT?

KEENAN - NEED NAV STUDY, COMPANY CONTRACT NOT EXTENDED IN 2003,
OTHERS LET GO EARLY LEAD INTERVIEW *** [REDACTED] *** ABOUT
OTHERS BEING MOVED UP*** Says [REDACTED] called him every day looking for help in finding her
[REDACTED] says on 3/23 (a Monday) this discussion/knowledge of KH being informed

COMPLAINTS ON HARVIN

- acting as line manager - overstepping her bounds - confused people as to her role
- spoken to number of times because of it
- [REDACTED] asking Vps if facilitators were worth \$\$ in making forward progress - on getting improvement in alignment with mgmt.
- [REDACTED] saying there would be certain jobs which would be reviewed every year to see if they still needed them
- -ever heard [REDACTED] say 'staff' jobs would be reviewed every year
- did he provide written or verbal input into KH performance partnership - FOR WHICH YEARS??
- view that KH becoming less effective as time went on - seeing less and less effectiveness
- [REDACTED] "thinks" it was decided based on KH job performance/not getting results/no value and her job being "over" decided that it was in excess in comparison to industry - says they probably both lined up and was basis for decision to eliminate the position.

AK
7C

- [REDACTED] says he heard [REDACTED] had always said KH job was a year by year type of thing - KH probably thought it was for forever. *** Says it was clear in VPs minds it was yearly

- [REDACTED] and [REDACTED] are getting feedback from people that were interfacing with KH that this is not a good situation for us or her - she is extraordinarily emotional and trying to lobby with anyone to see if they can find job for her and because being told she was not qualified , she broke down and cried and people were saying they did not know how to deal with it and that feedback got to [REDACTED] and [REDACTED] and they said "maybe we should move up her leaving date" HE IS PRETTY SURE THAT FEEDBACK CAME FROM [REDACTED]

- knows of nothing that would suggest that the decision to eliminate her position was the result of a response to information KH provided on nuclear safety or that caused her to be escalated - but says that KH date moved up was caused from feedback he got from [REDACTED] about KH around the site

personal business while at work

- intimidation

- making people at meetings cry

- threw around power

- treated individuals badly

- HEARD ANY COMPLAINTS OR CONCERNS ABOUT HER EMOTIONAL STATE OR IT EFFECTING CAUSING CONCERN AMONG PEOPLE AT PLANT?????

Acc
7c

11/10/05
TELSON W/DR UREWAN ON
REC FOR

~~██████████~~
SAYS CANNOT

BE RETRIEVED
AFTER DELET^{ED} EVEN

RESTORED (MS^{NT} ^{EXTRA})
2000 SRV YOU
CAN PROVIDE

DELETE
HAVE MS COMPUTER
BUT HAD NAMES HAVE
BEEN CHANGED 035-

DR TO
STEW MS
RECEIVED/DELETED
EMAILS