

March 25, 2003

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sent.
- subsequently provided
by allegu*

[REDACTED]
PSEG
80 Park Plaza
Newark, NJ

via facsimile and registered certified mail

Dear [REDACTED]

On numerous occasions, most recently at the PSEG Power Leadership Conference in Basking Ridge in early February (where you and I shared our sadness about Ralph Sylvia's passing), I have heard you speak about your commitment to Safety. You stress it as our top priority--over production economics or anything else. I have often quoted you when I have spoken with groups of PSEG Nuclear employees, telling them of your real and powerful commitment to safety, telling them do whatever it takes to be safe, telling them to always voice their safety concerns and be sure they are heard. I recall at Town Hall meetings you have offered for associates to contact you directly if necessary about safety. That's why I am writing you today.

Last Thursday, March 21, I met with my boss PSEG Nuclear [REDACTED] I had two specific topics to discuss:

- (1) I wanted to understand who made the decision to eliminate my position as Manager. Culture Transformation as of April 16, 2003 (was it [REDACTED] I would have a better idea of my future possibilities with PSEG [REDACTED] informed me it was solely his decision and did not involve others), and
- (2) I wanted to tell him about concerns I had about "what was going on behind the fence" based on my own experience and what respected employees had shared with me. I made it clear to [REDACTED] that these concerns included, but were not limited to, nuclear safety and had been voiced by management employees at various levels, including SRO license-holders. I told him one person, someone he trusts and respects, called us "dangerous." I also let [REDACTED] know that people were reluctant to come forward with their concerns and that I felt I owed it to him, as my boss and as the [REDACTED] to come forward myself even without the technical details. I asked what we do about this.

[REDACTED] reaction? "We're do nothing. That's a bunch of bullshit...." While he did utter the words, "I appreciate the dialogue" I got a very different message. I left quite concerned.

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Later that evening I met with [REDACTED]. He shared with me many of the concerns he had, which echoed many of my own and what I had heard from members of his team. I told him about my conversation with [REDACTED] and that he had said "Bullshit" to the safety concerns I expressed. [REDACTED] shrugged his shoulders. I left that conversation about 9:30 in the evening and was even more troubled.

The next day I received a call from Human Resources asking me to meet with [REDACTED] our site HR lead on Monday. I was told the topic was your "layoff."

I rearranged my schedule, met with [REDACTED] yesterday, and was told [REDACTED] wanted to "accelerate" my departure date to this week. I explained to [REDACTED] that I wanted to keep working until April 16, 2003 per the letter I had received. [REDACTED] said [REDACTED] and [REDACTED] (first reference to [REDACTED]) wanted to be sure I knew that my position was eliminated. I explained that eliminating my position did not eliminate our leadership and workplace culture issues, and that the need was still great for attention to these. I also said that I had been told by [REDACTED] that the new CNO had the latitude to retain me if he chose to do so. I made it clear I wanted to continue working until April 16, as planned, under [REDACTED]. [REDACTED] I was told [REDACTED] said I no longer had that choice and had to leave by this Friday, March 29. I was told to return on April 16 for my exit interview unless I wanted to complete that this Friday as well. I declined.

[REDACTED] I believe I am being asked to leave, and now being asked to leave early, because of the safety, mismanagement and leadership concerns I express. I believe these actions are inconsistent with our Standards of Integrity, inappropriate as nuclear professionals and as leaders, and diametrically opposed to your commitment to PSEG workplaces supporting safety concerns being voiced and addressed.

I believe this is a violation of NRC regulations and my rights as an employee. I realize I have many courses of action available to me and am evaluating what steps to take. I do feel I owe it to you to first bring this matter to your attention. The Employee Handbook advises me to contact the Employee Concerns department at our site. I plan to go there at noon today.

I believe it is vital for a totally independent investigation to occur at PSEG Nuclear of these issues. Too many knowledgeable, respected, and multi-level people have told me the situation is getting out of hand. I urge you to make this happen immediately.

I am reachable via my pager [REDACTED] or cell phone [REDACTED]

Respectfully,

N. Kymn Harvin, Ph.D.
Manager—Culture Transformation
PSEG Nuclear