

From: Eileen Neff *OI*
To: Hubert J. Miller
Date: 10/9/03 2:01PM
Subject: briefing re 10/9 interview

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Attached is our summary of the interview with [REDACTED] today. I will be back from Philadelphia later this afternoon if you have any further questions.

CC: Ernest Wilson; Scott Barber

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Summary re [redacted] interview 10/09/03 (with S. Barber and E. Neff):

-He personally did not feel intimidated to raise concerns, nor did he have any knowledge that anyone did not raise a concern when they should have.

-He seriously questioned the toxic management style of [redacted]. He claimed their behavior can be intimidating and demeaning and was not conducive to raising issues.

-He knows of no instances where production took precedence over safety, but described the March 17 turbine bypass valve situation as clear to him that production was driving [redacted] questions to excess. [redacted] questioned and intimidated senior managers and [redacted] length when it was clear to the others the unit had to be shutdown to make the repair. [redacted] only relented after everyone was lined up against him.

-Additionally, he recognized the reactivity management event at a Wednesday SORC (after the decision was made to shut the unit down on Monday) and highlighted the event to his direct reports and senior management. This became an INPO significant event and he believes put operators at HC in a bad light and him for having recognized it.

-He noted that HC was 100% owned by PSEG Nuclear and Salem was approximately 50% held by PSEG and this affected the significance of HC's productivity.

-He described [redacted] presence and actions at a SORC meeting as chilling in that prior to his arrival there was an open discussion on the actions required for suppression testing for fuel pin leaks, after [redacted] entered, no one volunteered their thoughts and he had to pull it out of each of them. However, he could not recall any specific details on what [redacted] said.

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-He criticized the interactions on the site in general because they were not collegial, and Maintenance specifically for not recognizing their lack of action/coordination with plant activities. Did not have a "big picture" mentality. Offered several incidents regarding this.

-He noted that capacity factors for all three units were at approximately 93% when he left at end of August and had never been before.

[redacted] is considering an allegation of his own involving 50.7 because he feels he was not considered for a management position recently because he regularly challenged management actions [redacted] and in particular he highlights his discussion with [redacted] on the March 17 incident. He related that a number of other talented managers left the organization because of unfavorable personal interactions with [redacted].