

From: "Keenan, Jeffrie" <Jeff.Keenan@pseg.com>
To: "jat@nrc.gov" <jat@nrc.gov>
Date: 8/27/04 4:03PM
Subject: NRC IO -- Harvin Matter

Jeff,

In response to your request, here is the reply from Ms. Pego. As indicated in the information if you need more specifics, Ms. Pego would have to locate the associated records:

"In response to your question regarding the downsizing of Jeana's department, that initiative started years ago when people left the group and because of the type of work that they did we did not refill positions. People who left who were not replaced include Burt Reynolds, Michelle Mauchet, Patti Esler, Donn Mansfeld, and a host of others. Despite reducing all individuals above as well as others in 2002 we needed to reduce again due to the fact that we were unable to "sell" our services to the operating companies. Therefore in the summer of 2002 we reduced Jeana's organization again. This was a reduction of 2 additional people. Her group. has since been eliminated. At one time there was probably 30 people in DQOE today there are none. If you need specifics I will need to have someone pull the records which I can do if you want them. Let me know. If you need anything else let me know. Peggy"

Please let me know if you have any questions.

Thanks,
Jeff Keenan
Assistant General Solicitor
PSEG Services LLC
Phone: 856-339-5429
Fax: 856-339-1075
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EXHIBIT 29
PAGE 1 OF 4 PAGE(S)

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EXHIBIT 29
PAGE 2 OF 4 PAGE(S)

From: "Keenan, Jeffrie" <Jeff.Keenan@pseg.com>
To: "Jeffrey A. Teator (E-mail)" <jat@nrc.gov>
Date: 9/24/04 9:51AM
Subject: Detailed DQOE Follow-up

Confidential Information Subject to 10 CFR 2.390 Withholding from Public Disclosure

TO: Mr. Jeff Teator, Senior Special Agent, NRC Region 1
FROM: Mr. Jeff Keenan, Assistant General Solicitor, PSEG Services
RE: Follow-up Inquiry of DQOE Organizational Changes 1999 - 2004

In response to your inquiry, Ms. Pego was able to provide the following detailed information regarding the changes within the DQOE organization during the period of 1999 to 2004. Hopefully this address your question, should you need additional information please do not hesitate to contact me:

"The downsizing process began as early as 1999. At the beginning or 1999 there were 22 people in Jeana's group and as they left the group (retired, resigned, bid on other positions in the organization, etc.) they were not replaced. Of the 22 people back then there are only two today that are doing a similar role as they did in 1999 and they both report to a different leader who has different responsibilities than Jeana had. Jeana was responsible for: Leadership Development, Organization Design, Organization Development, Quality and Diversity. As of April of this year the one individual (left) that supported leadership development and the one individual (left) who did organization design became part of the talent management team. That group is also responsible for staffing, succession planning, performance management, and new college hire's (all functions not in Jeana's area of responsibility).

From 1999 to the beginning of 2002, 13 people left DQOE and they were not replaced (this includes Kymm who transferred to Nuclear's payroll at the end of 2001). At the beginning of 2002, 9 were left in DQOE (10 if you count Kymm who was doing Organization Development work but who had transferred to Nuclear since Nuclear was her only client and was expected to be her only client during 2002). Listed below is a summary of what happened to the 9 who remained at the beginning or 2002:

July 2002	2 positions eliminated
reduction in force	
January 2003	1 position
reassigned to do budgeting work for me -	
position replaced	
July 2003	1 position
voluntary termination - position not replaced	
March 2004	3 positions *
reduction in force - reorganization	
March 2004	2 positions

As part of the HR reorganization the work these performed was to another part of the HR organization - the individuals transferred with the work

EXHIBIT 29
PAGE 3 OF 4 PAGE(S)

Kymm Harvin Rutigliano
April 2003
reduction in force

1 position

*These individuals were given an opportunity to take severance and leave the organization or bid on other available positions."

Thanks,
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EXHIBIT 29
PAGE 9 OF 9 PAGE(S)