

**From:** Daniel Orr *dy*  
**To:** Glenn Meyer  
**Date:** 1/29/04 2:51PM  
**Subject:** PSEG Supervisory / SCWE Mtg

PSEG brought together all its supervisors, managers, leaders, for both non-union and union today at 13:00 to roll-out the work environment letter. About 200 were in attendance. Chris Bakken and John Carlin were the presenters. I did not notice any other company officials present.

It was obvious that PSEG spent a lot of time preparing for the meeting. The atmosphere was very sober and Bakken and Carlin were in 100% agreement with the letter. The only negative spin I sensed was Carlin's pitch that perception is reality and that PSEG needs to improve other people's reality through better communications. If other's picked up on that, and I do not believe it was intentional based on Carlin's strong stance for a totally safety conscious work environment, Chris Bakken did a good job of dispelling denial. He told each individual that if they are in denial after reading the letter, they need to re-zero themselves, the letter is accurate and it is an opportunity to improve the work environment. Chris did take credit for PSEG already being aware of work environment issues. Their awareness was attributed to his assessment after arriving here last Fall and also an initial scan of the Synergy Survey. Both Chris and John were very supportive of the regulatory action. Copies of the letters were available and a promise that a company wide e-mail would provide an electronic copy.

A few questions were asked afterwards. The most interesting one was, "Please excuse me but I am in denial, tell me why I feel that way, and why does the NRC see it differently." Chris did a good job providing a site example that illustrated where management did a poor job with a safety issue and went on to say there are many more examples. He used the Hope Creek EDG exhaust fumes example from several months ago.

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