

**From:** Fred Bower *RT*  
**To:** Krohn, Paul  
**Date:** 10/11/2007 7:33:21 AM  
**Subject:** Fwd: FW: MANDATORY Read & Sign--Raising Concerns

For Information

Here is a read and sign that was distributed this morning and is required to be completed before starting work today.

Also, there is a mandatory supervisors meeting on this topic this morning that I may attempt to attend.

Fred

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Fred Bower, SRI  
FLB@nrc.gov  
(717) 456-7614  
USNRC, Region I, DRP  
Peach Bottom  
717-456-7614 (work)  
717-456-5669 (fax)

>>> <Fred.Bower@exeloncorp.com> 10/11/2007 6:48 AM >>>

> -----Original Message-----

> From: Smith, Sandy K.  
> Sent: Thursday, October 11, 2007 4:05 AM  
> To: PB Supervisors  
> Subject: MANDATORY Read & Sign--Raising Concerns  
> Importance: High

>  
> Sending on behalf of Mike Massaro.

>  
>

> An issue has recently come to our attention where an individual observed what appeared to be inattentive workers on site, and as we would expect, the employee raised the concern to their supervision. Once the issue was identified to supervision, we failed to adhere to some basic principals which foster an environment where individuals feel free to raise concerns. While we are continuing to work through the details, I need to reinforce some absolute fundamental expectations with regard to behaviors in this area.

>  
> Given the importance of the responsibilities and expectations which are outlined in the attached, and the absolute critical need to ensure we all understand and support these behaviors, I am requiring that every employee on site read and sign a copy of this communication and return the signed copy in person to your supervisor before they start their shift.

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> As supervisors and managers, please ensure your employees read, understand and sign the attached memo from me, prior to start of work on October 11, 2007

>  
> Mike Massaro  
> Peach Bottom Plant Manager

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>  
>> <<FFD BOP Expectations Read & Sign Final.doc>>  
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**CC:** Bickett, Brice; Caron, Dana; Gamberoni, Marsha

# Memorandum

Date: October 11, 2007  
To: Peach Bottom Employees and Supplemental Personnel  
From: Mike Massaro, Peach Bottom Plant Manager  
Subject: Importance of Raising Concerns

An issue has recently come to our attention where an individual observed what appeared to be inattentive workers on site, and as we would expect, the employee raised the concern to their supervision. Once the issue was identified to supervision, we failed to adhere to some basic principals which foster an environment where individuals feel free to raise concerns. While we are continuing to work through the details, I need to reinforce some absolutely fundamental expectations with regard to behaviors in this area.

First, The ability to freely raise concerns is a key tenet of maintaining a healthy culture in our business, and to that end we must ensure that we never act in a manner that would discourage it. This means that anything that could be taken as harassing, intimidating or retaliatory is absolutely unacceptable.

The second point I need to reinforce is our individual responsibility to raise concerns and issues. This responsibility remains with each of us, and just to be crystal clear, not raising issues or concerns makes us an accessory to the offense. There are several means for elevating issues including:

- Raising the issue to your supervisor – by notifying your supervisor or higher levels of management you enable them to promptly act to correct the issue.
- The Corrective Action Program – issues entered into CAP are documented and receive timely review and priority.
- The Employee Concerns Program – ECP provides a way for employees to raise concerns while protecting the privacy of the individual raising the issue.
- Notifying the NRC directly.

Regarding the specific concern, I need to make it clear that being inattentive to duties is absolutely intolerable in our business. Being inattentive can have several forms including sleeping or the appearance of sleeping. Our business requires constant presence of mind and anything less, is just not acceptable.

Given the importance of the responsibilities and expectations which I have outlined above, and the absolutely critical need to ensure we all understand and support these behaviors, I am requesting that each of you read and sign a copy of this communication and return signed copy in person to your supervisor.

Thank you in advance for your cooperation and support.

Read & Sign:

\_\_\_\_\_  
Name Printed / Signed \_\_\_\_\_ Date \_\_\_\_\_