

EXHIBIT 3

UNITED STATES OF AMERICA
NUCLEAR REGULATORY COMMISSION

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OFFICE OF INVESTIGATIONS

INTERVIEW

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IN THE MATTER OF: :

INTERVIEW OF : OI Case No.

(b)(7)(C) : 4-2011-059

(CLOSED) :

-----x

Thursday, August 11, 2011

Marriott Residence Inn
3603 Ocean Ranch Boulevard
Oceanside, California 92056

The above-entitled interview was conducted
at 10:10 a.m.

BEFORE:

(b)(7)(C)

Information in this record was deleted
in accordance with the Freedom of Information
Act, exemptions (b)(7)(C)
FOIA 2012-00238

4 - 2011 - 059

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A/2

P-R-O-C-E-E-D-I-N-G-S

(10:10 a.m.)

(b)(7)(C)

We're on the

record.

This is an interview of (b)(7)(C)

Today's date is August 11, 2011. It is approximately 10:10 a.m.

The location of this interview is at the Marriott Residence Inn, 3603 Ocean Ranch Boulevard, Oceanside, California 92056.

Present at this interview are (b)(7)(C)

(b)(7)(C) and (b)(7)(C)

This investigation involves an allegation of discrimination against a (b)(7)(C) for reporting nuclear safety concerns to the NRC. And it's reported under OI Case Number 4-2011-059.

I want the record to reflect that (b)(7)(C)

signed the Appendix R form, which is titled NRC Advisement on Identity Protection. And he also signed the Authorization to Release Form.

(b)(7)(C)

as I explained off the record, the NRC OI protocol includes the swearing in of witnesses. Do you have any objection to being sworn in this morning?

(b)(7)(C)

I do not.

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(b)(7)(C)

Can you raise your right hand? Do you swear that the information that you are about to give is the truth, the whole truth, and nothing but the truth, so help you God?

(b)(7)(C)

I do.

(b)(7)(C)

Thank you. Sir, can you give for the record your full name, please?

(b)(7)(C)

(b)(7)(C)

(b)(7)(C)

And what is your current position, sir?

(b)(7)(C)

I am currently working at

(b)(7)(C)

as a (b)(7)(C)

(b)(7)(C)

(b)(7)(C)

And for the

record, can you spell the first name of that company?

(b)(7)(C)

(b)(7)(C)

(b)(7)(C)

And what are you doing at that location?

(b)(7)(C)

Well, currently I haven't actually worked for the last almost 45 days.

(b)(7)(C)

(b)(7)(C)

is a small startup firm. They hired me under the intent that they would have funding immediately after my hire.

In actuality, they never were able to secure that funding, so I worked about three to four

1 months unpaid, and eventually just started staying at
2 home and asking them to just email me odd projects.
3 So right now, at the moment, I haven't done anything
4 in the last 30 days for them.

5 [REDACTED] Okay. Now, you
6 used to work at SONGS, correct?

7 [REDACTED] Correct.

8 [REDACTED] And for the
9 record, SONGS is an acronym that stands for the San
10 Onofre Nuclear Generating Station out of San Clemente,
11 California. And what was your position when you
12 worked at SONGS?

13 [REDACTED] My last position was the
14 [REDACTED] and -- or, I'm sorry,
15 [REDACTED]
16 so long title.

17 [REDACTED] And who were you
18 employed by at the time?

19 [REDACTED] I was working for [REDACTED]
20 [REDACTED] All right. What
21 company, though?

22 [REDACTED] I'm sorry. Southern California
23 Edison.

24 [REDACTED] All right. And
25 can you give me a brief description of your former

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1 position?

2 (b)(7)(C) Yeah. I was responsible for

3 (b)(7)(C) areas. (b)(7)(C)

4 (b)(7)(C)

5 And, you know, I'll correct that. It was actually

6 (b)(7)(C), because I did have a (b)(7)(C) that

7 I oversaw as well. So it was (b)(7)(C)

8 (b)(7)(C)

9 I had (b)(7)(C) managers -- (b)(7)(C) managers
10 reporting to me and a supervisor as well.

11 (b)(7)(C) When did you
12 start at SONGS?

13 (b)(7)(C) (b)(7)(C)

14 (b)(7)(C)
15
16
17

18 (b)(7)(C)

19 (b)(7)(C) What was your title?

20 (b)(7)(C) I started as a (b)(7)(C)

21
22 (b)(7)(C)
23
24
25

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(b)(7)(C)

(b)(7)(C)

(b)(7)(C)

(b)(7)(C)

(b)(7)(C)

(b)(7)(C)

(b)(7)(C)

(b)(7)(C) Okay.

(b)(7)(C) And actually, that promotion to

(b)(7)(C)

(b)(7)(C)

(b)(7)(C) And during the entire time you worked at (b)(7)(C) ?

(b)(7)(C) Correct.

(b)(7)(C) You didn't work at -- (b)(7)(C) or anything?

(b)(7)(C) No. Well, from (b)(7)(C)

(b)(7)(C)

(b)(7)(C) So I did travel to the (b)(7)(C)

1 (b)(7)(C) for meetings, staff meetings, stuff like that.
2 But my normal business was (b)(7)(C).

3 (b)(7)(C) Okay. And then,
4 you (b)(7)(C)

5 (b)(7)(C) Correct.

6 (b)(7)(C) Did you leave
7 Southern California Edison on good terms?

8 (b)(7)(C) Absolutely. There were a few
9 reasons for my departure. One was family reasons. I
10 had a (b)(7)(C)
11 I wanted to be closer to that.

12 Secondly, more professional reason was
13 that I knew that, you know, my career was going to be
14 at Edison, and I had to differentiate myself in some
15 way. I didn't want to be a 30-year Edison employee
16 who saw nothing else.

17 So I had this opportunity to go get some
18 external experience, and I jumped at it.

19 Now, before I went, I spoke to the (b)(7)(C)
20 (b)(7)(C) at the time -- his name was (b)(7)(C) --
21 and I told him what my plans were, and I said, "Hey,
22 you know, I want to go get some external experience,
23 but my intent is to come back." At that point, he
24 told me that was a great idea.

25 He said that it would definitely

1 differentiate me from other applicants for, you know,
2 [REDACTED] (b)(7)(C) positions, that would
3 be coming. And he also told me that, you know, I was
4 on the [REDACTED] (b)(7)(C) at San Onofre. He said
5 that he would talk to [REDACTED] (b)(7)(C) who was the
6 [REDACTED] (b)(7)(C) of the station at the time, to leave me on
7 that [REDACTED] (b)(7)(C), you know, for -- until I came back, which
8 I thought was a great idea and I really appreciated
9 that.

10 So I ended up accepting the position at
11 [REDACTED] (b)(7)(C)
12 And the whole time I was there I [REDACTED] (b)(7)(C)
13 [REDACTED] (b)(7)(C) including [REDACTED] (b)(7)(C) my previous
14 boss, because, I mean, I -- like I said, I left on
15 good terms, and I had good relationships. So I made
16 sure that I kept those bridges intact.

17 And then, that was sometime around [REDACTED] (b)(7)(C)
18 -- I believe it was somewhere around [REDACTED] (b)(7)(C)
19 [REDACTED] (b)(7)(C) had called me at home. She got my number
20 from a manager I used to report to named [REDACTED] (b)(7)(C)
21 She called [REDACTED] (b)(7)(C) gave her my number, she called me,
22 and she told me that she had a position in her
23 organization that she thought I would be a good fit to
24 lead. And she asked me if I would be interested in

25 [REDACTED] (b)(7)(C)

1 And I thought it was perfect timing. You
 2 know, I had done a (b)(7)(C) did great things
 3 there. You know, I still -- I left there on good
 4 terms as well. I was satisfied with my work there,
 5 and I felt it was time to (b)(7)(C). So I came,
 6 interviewed, and I was awarded that position.

7 (b)(7)(C) So (b)(7)(C)
 8 called you out of the blue?

9 (b)(7)(C) Absolutely.
 10 (b)(7)(C) Okay. What was
 11 your title at (b)(7)(C)?

12 (b)(7)(C) I was the (b)(7)(C)
 13 (b)(7)(C) which was similar to the job at -- my
 14 last job at Edison. I was (b)(7)(C) here,
 15 (b)(7)(C) same line of work.

16 (b)(7)(C) Did you work out
 17 of (b)(7)(C)?

18 (b)(7)(C) I did. I worked out of (b)(7)(C)
 19 (b)(7)(C)

20 (b)(7)(C) Did you leave
 21 there on good terms?

22 (b)(7)(C) Absolutely.

23 (b)(7)(C) You know, if I
 24 were to go back and talk to anyone at (b)(7)(C) about your
 25 time there, would I get good reviews?

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1 (b)(7)(C) Absolutely.

2 (b)(7)(C) Okay.

3 (b)(7)(C) So good in fact that they -- I

4 mean, they had no obligation to give me anything when

5 I left. But the (b)(7)(C) who was

6 a great guy -- his name is (b)(7)(C) -- he took care

7 of me in a way that totally wasn't expected, ended up

8 giving me a (b)(7)(C) And I had

9 only (b)(7)(C) so that's pretty

10 significant.

11 And he had no obligation to do that. It

12 was just, you know, out of the kindness of his heart

13 I guess. But he was a really good guy, and he

14 actually -- he made me offers to keep me at (b)(7)(C)

15 And, obviously, in hindsight, I'm starting to think I

16 probably should have taken one of them, but he

17 definitely -- he went out on a limb to try to keep me

18 there. But in the end, the draw to come (b)(7)(C)

19 (b)(7)(C) was pretty strong.

20 (b)(7)(C)

So (b)(7)(C)

21 called you one day.

22 (b)(7)(C) Yes, sir.

23 (b)(7)(C) She initiated the

24 action, huh?

25 (b)(7)(C) Absolutely.

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(b)(7)(C)

All right. And

what did she offer you?

(b)(7)(C)

Well, she told me that she had

a (b)(7)(C) position, which is a pretty (b)(7)(C)

(b)(7)(C) position. I (b)(7)(C) as a (b)(7)(C) So it

was a (b)(7)(C) position in her organization. She

described the roles and responsibilities to me, and I

had known (b)(7)(C) since I was in (b)(7)(C) you know. I had

a great relationship with her.

She was one of those people that I interacted with quite often, so, yes, of course I was going to jump at it, because she and I -- we had a great personal relationship, and I knew we had a great professional relationship. So I figured it was going to be a great -- you know, a great opportunity for me.

(b)(7)(C)

Okay. So you

came (b)(7)(C).

(b)(7)(C)

Correct. She interviewed me.

They (b)(7)(C) for an interview, and shortly after the interview she offered the position to me.

(b)(7)(C)

And this is about

(b)(7)(C) of --

(b)(7)(C)

(b)(7)(C)

(b)(7)(C)

-- (b)(7)(C)

(b)(7)(C)

Correct I do remember that

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1 they wanted an aggressive start date. I actually
2 wasn't prepared to [REDACTED] that quick, but she
3 was adamant that she needed me in the role right away.
4 So I did what I had to do to get [REDACTED] by
5 [REDACTED].

6 She also made arrangements to have the
7 previous [REDACTED].
8 So the [REDACTED] had already left, had already
9 [REDACTED]. They flew the [REDACTED] back for a
10 [REDACTED] of work, and that was supposed to
11 be my turnover period.

12 And that's where -- that was the first
13 indication that things weren't going as planned,
14 because I didn't get any turnover from her. When that
15 woman returned -- her name was [REDACTED] -- when
16 she returned for that [REDACTED], [REDACTED] had her working on a
17 [REDACTED].

18 I'm sorry, it was a response to an [REDACTED]
19 [REDACTED], so [REDACTED] was working on that the whole
20 [REDACTED]. And she was working on it, I mean, you know,
21 10, 11 hours a day for every day she was there. So I
22 had no opportunity to meet with her and get any kind
23 of turnover. So that was the first promise broken.
24 [REDACTED] Okay. Who was
25 your direct supervisor at the time?

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(b)(7)(C) (b)(7)(C)
(b)(7)(C)

Okay. Now, what we've talked about so far, is this your total experience in the nuclear industry?

(b)(7)(C) Is it my --
(b)(7)(C) Total experience?

Have you ever worked at any other plants or anything like that?

(b)(7)(C) No, the only nuclear facility I have ever worked at was SONGS.

(b)(7)(C) All right. Do you have any military experience?

(b)(7)(C) I do. At 18, I joined the
(b)(7)(C) I was stationed in (b)(7)(C)

(b)(7)(C) I had an excellent military career. Actually, a lot of people still wonder why I ever got out. I was promoted -- I was in the (b)(7)(C) and I was promoted four times in just my first two and a half years.

So within two and a half years I had already attained the rank of (b)(7)(C), and I got out after four with a year and a half time in grade, which is relatively -- I mean, it is impressive. I mean, not many people can say that.

Like I said, I had a great military

1 career, the highest marks on all of my evaluations.
 2 But in the end, I decided that my intent was to do the
 3 very best I could in four years and move on to
 4 something else. I knew I wanted to go to college, I
 5 had thoughts of starting a family, so that's why I
 6 ended up deciding to get out.

7 [REDACTED] When did you
 8 enter the [REDACTED]

9 [REDACTED] [REDACTED]
 10 [REDACTED] And what time did
 11 you get out?

12 [REDACTED] [REDACTED]
 13 [REDACTED] Thank you for
 14 your service, by the way.

15 [REDACTED] You're welcome. Thank you.

16 [REDACTED] So where we are
 17 at in the timeline is that you [REDACTED] to SONGS, and
 18 you were working for [REDACTED] And what events
 19 occurred? What set of circumstances occurred that led
 20 to your allegations to the NRC?

21 [REDACTED] Okay. Well, in [REDACTED] sometime,
 22 I believe it was the first week of [REDACTED], a gentleman
 23 by the name of [REDACTED] who was the then [REDACTED]
 24 [REDACTED] he is now at [REDACTED] he selected me to [REDACTED]
 25 [REDACTED]. It was a [REDACTED]

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The original scope of that project was to

(b)(7)(C)

(b)(7)(C) got. Okay?

So that was the original scope. Pretty simple, (b)(7)(C)

(b)(7)(C) done deal.

(b)(7)(C) Can I interrupt

you real quick? Now, when you say a (b)(7)(C)

(b)(7)(C) " just for clarity for the record, you are

referring to some type of NRC documentation?

(b)(7)(C) Correct. The NRC issued a

(b)(7)(C) to the NRC, which required a

list --

(b)(7)(C) To SONGS, you

mean.

(b)(7)(C) Oh, I'm sorry. Yes, to SONGS.

And in response to that, San Onofre (b)(7)(C)

(b)(7)(C)

(b)(7)(C) So that

was my job. That was what (b)(7)(C) tasked me to do.

So was the initial meeting -- project

scope, (b)(7)(C) no

big deal, very simple. But in reviewing the

procedure, I realized that it was very poorly written,

and I went back to (b)(7)(C) and I told him that. And I

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1 said, "Since we are going to revise this procedure,
2 why don't we just do it the right way up front, and
3 correct the entire procedure, and (b)(7)(C) " (b)(7)(C)
4 said, "Great idea. Go for it."

5 So he gave me (b)(7)(C) gave me the
6 resources I needed. On that team was a woman named
7 (b)(7)(C) who was a (b)(7)(C) She was
8 going to be the one to actually outline the steps of
9 the current procedure, identify the holes in it, and
10 then outline the steps of where we are going to take
11 it. And then, I took that whole map that she created
12 and developed the procedure from it. So she kind of
13 helped us lay that out. She was a (b)(7)(C) at San
14 Onofre.

15 (b)(7)(C) Just for the
16 record, do you know how to spell (b)(7)(C) last
17 name?

18 (b)(7)(C) (b)(7)(C)
19 (b)(7)(C) Okay. First name

20 (b)(7)(C)
21 (b)(7)(C) : (b)(7)(C) correct.

22 (b)(7)(C) Okay.

23 (b)(7)(C) (b)(7)(C) was also on the
24 project. He is the (b)(7)(C)

25 (b)(7)(C) (b)(7)(C) is the -- he (b)(7)(C)

1 [redacted] (b)(7)(C) [redacted] (b)(7)(C) she
2 represented [redacted] (b)(7)(C) And that was
3 it.

4 [redacted] (b)(7)(C) How do you spell
5 [redacted] (b)(7)(C) last name? Do you recall?

6 [redacted] (b)(7)(C) It's [redacted] (b)(7)(C) apostrophe, [redacted] (b)(7)(C)

7 [redacted] (b)(7)(C)
8 [redacted] (b)(7)(C) What about [redacted] (b)(7)(C)

9 [redacted] (b)(7)(C) name?

10 [redacted] (b)(7)(C) It's [redacted] (b)(7)(C)

11 [redacted] (b)(7)(C) And how does [redacted] (b)(7)(C)

12 [redacted] (b)(7)(C) spell her last name?

13 [redacted] (b)(7)(C) [redacted] (b)(7)(C)

14 [redacted] (b)(7)(C) Thank you.

15 [redacted] (b)(7)(C) So that was the core project
16 team. We did have some other people come in at
17 certain times to review our progress, you know, and
18 monitor the direction that the project was going in.
19 And [redacted] (b)(7)(C) would come and sit in our project
20 meetings.

21 So that project lasted -- it took quite a
22 while. The actual documentation phase was about three
23 months, at which time I was, I would say, 70 percent
24 working on the project, 30 percent working, you know,
25 my regular nine to five job, so to speak, okay,

1 working for (b)(7)(C) So I was kind of balancing both
2 projects.

3 Now, the (b)(7)(C) had a firm
4 date, okay? So we had an (b)(7)(C) date of
5 (b)(7)(C). That was a firm date. There was no
6 missing that date, okay, because that's just -- you
7 just don't miss your (b)(7)(C) So we
8 knew that had to be done.

9 Now, SONGS has an expectation that if you
10 are working on an (b)(7)(C) it is reviewed by the
11 Closure Review Board. That's a panel of experts at
12 San Onofre who determine whether or not you have met
13 that commitment.

14 You have to present to them by 30 days
15 before the (b)(7)(C). Okay? So essentially
16 my drop dead date was (b)(7)(C) I can't
17 remember the actual -- (b)(7)(C) That was
18 the (b)(7)(C) so 30 days prior to that.

19 Like I said, it took three months for the
20 documentation phase. It took a few months for the
21 actual procedure writers to draft up the actual
22 document. And, you know, meanwhile I'm trying to work
23 other things at the same time.

24 Well, towards the very end of the project,
25 I got a final document done. I had a meeting with

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1 some higher level folks to review it. That meeting
2 contained (b)(7)(C) who is the (b)(7)(C)
3 for SONGS; (b)(7)(C) who represents the (b)(7)(C)
4 (b)(7)(C) formerly known as the (b)(7)(C)
5 (b)(7)(C) under (b)(7)(C) (b)(7)(C) who
6 was the SONGS (b)(7)(C) I believe (b)(7)(C)
7 (b)(7)(C) was there; I'm pretty sure he was. (b)(7)(C)
8 was invited but did not attend, and (b)(7)(C) was
9 invited but did not attend. Actually, (b)(7)(C) didn't
10 attend any of those meetings. She never came to one
11 of them.

12 (b)(7)(C) Okay. Can I stop
13 you right there just for a second --

14 (b)(7)(C) Sure, yes.

15 (b)(7)(C) -- just so we're
16 clear on the record? (b)(7)(C) spells her last name
17 like the (b)(7)(C) (b)(7)(C)

18 (b)(7)(C) That's correct.

19 (b)(7)(C) (b)(7)(C) for
20 the record, spells her name, (b)(7)(C) And
21 (b)(7)(C) basically common spelling, (b)(7)(C)

22 (b)(7)(C) That is correct.

23 (b)(7)(C) Okay. Sorry for
24 the interruption.

25 (b)(7)(C) So they -- I called a meeting

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1 with them to review the final product, and everybody
2 on that panel gave me a thumbs up. They were
3 satisfied with what I had done.

4 So the next phase was -- this is, you
5 know, a draft. The next phase is actually getting it
6 into a procedure format. SONGS is very specific on
7 their formatting for an actual procedure, so that took
8 it, you know, a few more weeks.

9 Anyway, I'm pushed out now on this project
10 to end of (b)(7)(C) maybe we're talking right now, end of
11 (b)(7)(C). And, again, I've got that (b)(7)(C)
12 (b)(7)(C). That's maybe a few weeks before
13 my presentation to (b)(7)(C) (b)(7)(C) calls me into his
14 office.

15 (b)(7)(C) was concurrently working on a (b)(7)(C)
16 (b)(7)(C) into
17 my procedure. Now, he didn't tell me this early in
18 the stages. I didn't learn this until later on. So
19 (b)(7)(C) called me into his office and he had the draft of
20 the (b)(7)(C) marked up, you know, with
21 red pencil on it.

22 And he said, "Hey, we need to make these
23 changes to your procedure." And he explained to me
24 why, and this was news to me, okay? So I'm reading
25 it, and he had made changes that we had committed to

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1 as a team. It was responsibility changes that we had
2 already committed to. Okay?

3 So my question to him was, (b)(7)(C) how can
4 I -- there is no way I can get the team back together,
5 hash this all out again, rewrite it, and then get to
6 the (b)(7)(C) on time. There is no way. It's not going to
7 happen." And (b)(7)(C) said, "Well, you know, this is
8 something that (b)(7)(C) would like to see." Okay?

9 (b)(7)(C) is (b)(7)(C) (b)(7)(C) He is now the
10 (b)(7)(C) I believe.

11 Now, (b)(7)(C) -- it's well known that
12 (b)(7)(C) and (b)(7)(C) are good friends. They
13 worked at previous plants together. And (b)(7)(C) regularly
14 dropped (b)(7)(C) name. The people on that
15 project team can account to that, or can affirm that,
16 because he used it in our meetings as well.

17 (b)(7)(C) Was this
18 basically outside the process?

19 (b)(7)(C) Oh, definitely.
20 (b)(7)(C) What was (b)(7)(C)
21 title?

22 (b)(7)(C) He was the (b)(7)(C)
23 (b)(7)(C)

24 (b)(7)(C) Okay.

25 (b)(7)(C) Okay? So now he is working on

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1 his own agenda. He's got his own procedure.

2 [REDACTED] Right.

3 [REDACTED] And essentially, I mean, now
4 that I had an opportunity to think about it, it was
5 about -- the changes were about getting more [REDACTED]

6 [REDACTED]. Okay? And I can elaborate on the
7 nuances there, but I'm --

8 [REDACTED] And when you saw

9 [REDACTED]?

10 [REDACTED] [REDACTED]

11 [REDACTED] correct. So here I am, I've got --

12 obviously got a hard deadline that I cannot meet, or,
13 I'm sorry, that I cannot miss. If I miss this, that's
14 a career-ender in my mind, okay?

15 So here are my options: either make the
16 corrections that [REDACTED] and supposedly [REDACTED] want,
17 okay, or I tell him no and risk whatever comes at me
18 that way. Or the other option is, you know, I can
19 make those changes knowing that I will meet the
20 commitment, and I can revise the procedure immediately
21 after, okay?

22 So I chose to follow his instructions.
23 He's a [REDACTED] high level manager, obviously
24 well connected to our [REDACTED] you
25 know, so I'm not going to be insubordinate and tell

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1 this guy no. I make the changes. The procedure gets
2 written. I go to (b)(7)(C). Okay?

3 Now, the (b)(7)(C)
4 like I said, is a panel of (b)(7)(C)
5 (b)(7)(C), strong focus on the engineering guys,
6 the brains. Historically, this is a meeting that you
7 go to, and you get ripped apart, and then you'll come
8 back and you'll probably get ripped apart a little
9 less, and eventually you will get through.

10 My procedure made it through without a
11 single question or comment from anybody on that (b)(7)(C)
12 Not one. When it was over, the person -- not the
13 chair, but the gentleman who actually facilitates the
14 meeting -- his name was (b)(7)(C) he's a friend of
15 mine -- he came over to me and said, "I have never
16 seen that." It was just something that doesn't
17 happen.

18 And I walked out of that room and I did,
19 you know, like, wow, I can't believe I got through
20 like that. So came back to my desk and sent an email
21 out to the people who helped me, said, "Hey, great
22 job, you know, we made it through, no problems. Thank
23 you for your support." So I did it. (b)(7)(C) was
24 happy, everybody was happy. "You made the (b)(7)(C)
25 (b)(7)(C) -- or you made the (b)(7)(C). The (b)(7)(C)

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1 [REDACTED] is [REDACTED] Good job."
2 Now, the people who were affected by [REDACTED]
3 changes see them, and they are not happy. Okay?
4 Mainly it was HR, [REDACTED] and the [REDACTED]
5 [REDACTED] They didn't like what was going on
6 in there because of the power that the [REDACTED]
7 [REDACTED] had over the
8 process.

9 So they were unhappy with it, and I
10 explained to her, I said, "Listen, you need to
11 understand my position. Okay? This is no way I can
12 miss that date." That was number one. That's the
13 mission, okay? The fact that you don't like the
14 editorial -- the way it was written, I can understand
15 and I appreciate that. You know, that's your
16 position.

17 Here's the thing. We can revise this
18 procedure today. We can't miss that [REDACTED]
19 [REDACTED] and then just say, "Okay. We'll get it -- we'll
20 do it tomorrow." So do you -- I'm asking her to kind
21 of sympathize with me here, and she is like, "Okay.
22 I understand. But tell me that we are going to revise
23 it." And I said, "Absolutely. We'll revise it right
24 away." My job was to get that [REDACTED] done,
25 and that's what I did.

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1 So apparently, you know, those people
 2 voiced their concerns to (b)(7)(C) as well. I learned this
 3 later on during my performance appraisal meeting. You
 4 know, it wasn't something that she came up to me and
 5 told me right away. And I'll get to that in this
 6 chronological order of things, but that was -- you
 7 know, that was the first project that I was handpicked
 8 for (b)(7)(C), okay, so -- and that's the whole
 9 history of that project right there.

10 (b)(7)(C): Can I interrupt
 11 you for a second?

12 (b)(7)(C) Yes.

13 (b)(7)(C) Just so I have a
 14 better understanding of what happened here. You were
 15 the (b)(7)(C).

16 (b)(7)(C) Right.

17 (b)(7)(C) And you went
 18 through the process, which seemed pretty extensive,
 19 and you got through the process and you had your end
 20 product. You had the response formulated, written
 21 down on paper, correct? And then, (b)(7)(C)

22 (b)(7)(C)

(b)(7)(C)

23 (b)(7)(C): (b)(7)(C) had a
 24 concurrent project going on, which involved (b)(7)(C)

25 (b)(7)(C), and he wanted you to make

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1 some changes in your project, even though it had
2 already been approved by all the higher-ups, and what
3 not.

4 (b)(7)(C) Correct.

5 (b)(7)(C) Now, what I don't
6 understand is, what did you do exactly to, you know,
7 resolve this issue? Did you make the changes that (b)(7)(C)

8 (b)(7)(C) wanted?

9 (b)(7)(C) I did.

10 (b)(7)(C) Okay. And then
11 you went back to the (b)(7)(C)

12 (b)(7)(C) Those changes were made before
13 I ever got to the (b)(7)(C)

14 (b)(7)(C) Okay.

15 (b)(7)(C) So basically, I had a finished
16 product --

17 (b)(7)(C) Right.

18 (b)(7)(C) -- that I was getting ready to
19 finalize into the SONGS procedure format.

20 (b)(7)(C) Okay.

21 (b)(7)(C) : (b)(7)(C) gave me those changes right
22 before I was about to do that. I incorporated his
23 changes, got the procedure format, then went to the
24 (b)(7)(C), because the (b)(7)(C) wants to see the actual final
25 procedure, not a draft. They want to see it in the

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1 SONGS procedure format.

2 [REDACTED] (b)(7)(C) All right. I was
3 under the impression that it had already been approved
4 by everyone, and it was all set to go.

5 [REDACTED] (b)(7)(C) No, it was approved by that
6 panel that I had called. They had given me the green
7 light. Now -- see, if they hadn't given me the green
8 light --

9 [REDACTED] (b)(7)(C) Right.

10 [REDACTED] (b)(7)(C) -- I would have done revisions
11 and changes and then --

12 [REDACTED] (b)(7)(C) Sure.

13 [REDACTED] (b)(7)(C) -- put it into this
14 procedure --

15 [REDACTED] (b)(7)(C) Okay.

16 [REDACTED] (b)(7)(C) -- format. The procedure
17 format is a very technical step, and I needed to have
18 a solid product before I went to them. That step
19 enabled me to go to [REDACTED] (b)(7)(C)

20 [REDACTED] (b)(7)(C) Okay. So you
21 were almost done. You were right --

22 [REDACTED] (b)(7)(C) I was right there.

23 [REDACTED] (b)(7)(C) -- at the
24 threshold finishing it when [REDACTED] (b)(7)(C) came forward.

25 [REDACTED] (b)(7)(C) In my mind, I was done.

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(b)(7)(C)

Right.

(b)(7)(C)

I was ready to go, "Procedure done."

(b)(7)(C)

Sure.

(b)(7)(C)

And have, you know, a week or so before my (b)(7)(C)

(b)(7)(C)

Okay. All right.

(b)(7)(C)

So that -- you know, that project -- granted, it had its bumps in it, but I did it, you know, and I -- if you look at it from what my requirement was, it was to get it to the (b)(7)(C) and close that commitment. Mission accomplished. Bottom line. Yeah, there were bumps in the road, but mission got accomplished.

(b)(7)(C)

So that was (b)(7)(C) selected me and it drug out all the way until that (b)(7)(C) date.

(b)(7)(C)

-- again, this date isn't exact. I'm estimating again. But what I can tell you is that this occurred approximately (b)(7)(C) after the end of the (b)(7)(C) outage that occurred, you know, (b)(7)(C).

That outage lasted, if I remember correctly, (b)(7)(C). It was like one of the (b)(7)(C)

(b)(7)(C)

I was the acting

(b)(7)(C)

(b)(7)(C)

was out of the office.

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1 I was in my office and a supervisor from
2 the [REDACTED] -- otherwise
3 known as [REDACTED] -- the supervisor's name was [REDACTED]
4 [REDACTED] -- she came into my office
5 and told me that her manager, [REDACTED]
6 had directed her to come down and inform me that a
7 group of their employees were about to file a nuclear
8 safety concern.

9 So I asked her, okay, what's going on?
10 She said that a -- one of the female employees -- her
11 name was [REDACTED] had been raising
12 concerns about [REDACTED] for weeks now, and
13 nothing has been done.

14 The reason she was raising that concern is
15 because they had just ended a [REDACTED] outage, and
16 for those [REDACTED] all employees at [REDACTED] were on a
17 [REDACTED].
18 They had raised concerns and told their management
19 about [REDACTED]
20 [REDACTED]
21 [REDACTED] and nothing
22 changed.

23 Now, the [REDACTED]
24 [REDACTED] prior, so these employees are like, why
25 are we [REDACTED] Okay? So this is what

1 (b)(7)(C) is relaying to me, and I tell her, I said,
2 "Okay. This is a legitimate concern. What have you
3 guys done about it?" "Well, nothing."

4 I said, "What has your management done
5 about it?" She said, "Nothing. That's why they're
6 rallying together right now, and they're going to walk
7 over to the NRC."

8 So I asked her, I said, "Okay. What do we
9 have to do to fix this?" because I didn't know, right?
10 I'm a (b)(7)(C) the job. What needs to be done to
11 fix this? And she says that somebody needs to call
12 over to (b)(7)(C)

13 (b)(7)(C)

14 I said, "Okay. That's a no-brainer." I
15 know the (b)(7)(C). His name is (b)(7)(C)

16 (b)(7)(C) I said, "Okay. Go back up to your office.
17 I'll be there. You know, I'll come up as soon as I
18 have something to tell you."

19 She leaves, I immediately get on the phone
20 with (b)(7)(C) (b)(7)(C) puts me on the phone with one
21 of his on-shift (b)(7)(C) and I speak to
22 that gentleman. I do not recall his name at this
23 time. But I talked to him, tell him the story, and he
24 says, "That's a no-brainer. Go ahead. (b)(7)(C)

25 (b)(7)(C) If you

1 would have called us weeks ago, we would have done
2 that." I was like, "Okay, fine. Thank you."

3 Now, this whole thing transpired in less
4 than 10 minutes, after (b)(7)(C) left. I now followed
5 (b)(7)(C) path right up to her office.

6 In the cubicle when I arrived was (b)(7)(C)
7 (b)(7)(C) and (b)(7)(C)
8 They were sitting down inside of (b)(7)(C)
9 cubicle. Standing outside of the cubicle was one of
10 their (b)(7)(C). I don't know if that's
11 his correct title, but he was a (b)(7)(C). His name was
12 (b)(7)(C)

13 I walk into the cubicle, and the three of
14 them look at me and I say, "Listen, I just got off the
15 phone with (b)(7)(C). They have removed you from
16 your (b)(7)(C). You now have the
17 flexibility to (b)(7)(C). Please
18 make sure you follow up with (b)(7)(C) and let her
19 know, and tell the rest of your employees, so that
20 they are not concerned about this (b)(7)(C)
21 anymore."

22 All three of them thanked me profusely.
23 "Oh, wow, thank you so much, (b)(7)(C) We appreciate you
24 doing this for us. You know, can't believe you did it
25 so quickly. You know, celebrating." Basically, we

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1 stood there and celebrate and I said, "You know what?
2 Don't worry about it. If there's anything else I can
3 do, let me know." And I leave. End of story, okay?

4 So I'm thinking I just did a good thing,
5 you know, they came to me, I took care of it, no big
6 deal, no harm no foul.

7 That was (b)(7)(C) or so. I didn't hear
8 about that incident again until, you know, (b)(7)(C) - (b)(7)(C)
9 discussed it with me, you know, and it was a good
10 thing, "Hey, good job" type thing. But I didn't hear
11 about it again, like I didn't really discuss it, until
12 the (b)(7)(C) meeting. And, you know, I'll get there
13 chronologically.

14 So basically that occurred, and the reason
15 I'm bringing that up is because it's really -- it will
16 be really important later on. So that occurred
17 (b)(7)(C)

18 Now we get to June. Right around
19 June 1st, (b)(7)(C) whose name is (b)(7)(C) -
20 he is no longer with the company -- he was the
21 (b)(7)(C) so he was (b)(7)(C)
22 (b)(7)(C) boss. Okay? (b)(7)(C) reported to him.

23 He calls me into his office, or he has a
24 meeting that I'm invited to in his office, and in this
25 meeting there are several other people, a few that I

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1 knew, a few that I didn't know. And (b)(7)(C) proceeds to
2 tell us that all of us had been (b)(7)(C)

3 (b)(7)(C)

4 (b)(7)(C)

5 Now, this (b)(7)(C)

6 (b)(7)(C)
7
8

9 This was -- if I remember correctly, this
10 was the (b)(7)(C)

11 (b)(7)(C). So (b)(7)(C)

12 direction was that we now reported to a gentleman
13 named (b)(7)(C), (b)(7)(C) who was the (b)(7)(C)

14 (b)(7)(C). He was an engineer, manager in the
15 Engineering Group. The direction was that we now
16 reported to him.

17 The team would be sequestered for the
18 duration of the project, which was originally planned
19 for eight weeks. Okay? We were going to be
20 sequestered at the (b)(7)(C) of the plant in a
21 conference room. We would have all the resources we
22 needed out there. We were to clear our calendars. We
23 were to clear all other commitments, and we were to
24 focus on this project 100 percent. Doors closed,
25 locked in a room, we don't exist. That was the

1 direction we received.

2 I raised my hand and I said -- to (b)(7)(C) I
3 said, "Listen, I'm flattered, this is great." I mean,
4 I wish I knew -- they didn't name the people who
5 (b)(7)(C), but I said, "Wow, I wish I knew so I could
6 thank them. But I am nearing the end of my
7 (b)(7)(C), and I need to stay
8 involved in that."

9 Like I said, "I'm near the end, so it's
10 not occupying too much of my time, but I need to stay
11 engaged." And they said, "Fine. We'll allow that
12 exception. Just make sure you work with (b)(7)(C) on, you
13 know, time needs and stuff like that." No problem.

14 So I got the green light on that and I'm
15 thinking, wow, this is great, you know? The (b)(7)(C)
16 (b)(7)(C) (b)(7)(C) me for a project within my (b)(7)(C) month
17 here. Now the (b)(7)(C)
18 me. This is awesome.

19 I didn't get that same feeling from my
20 boss. I'm thinking it's a good developmental
21 opportunity, and you get -- I mean, I'm not a
22 technical person. I'm not, you know? My business is
23 (b)(7)(C) that's my strong suit. So
24 at first I was kind of confused. I was like, why
25 would they pick me? I'm not (b)(7)(C) at all. But

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1 later on in the project I started to realize why.

2 (b)(7)(C) didn't really -- it wasn't like a pat
3 on the back, "Hey, good job type thing." It was
4 almost like, "Oh, great, you know. Here you go
5 again." You know? And I didn't really understand it,
6 but at that point I didn't really focus on it either,
7 because I've got another mission, right? And I'm
8 going to --

9 (b)(7)(C) Why do you think
10 she would feel that way?

11 (b)(7)(C) Honestly, I think she was
12 probably overburdened by what was going on in her
13 division.

14 (b)(7)(C) Okay.

15 (b)(7)(C) : And maybe the loss of me was
16 too big for her to bear.

17 (b)(7)(C) Okay.

18 (b)(7)(C) But at the same time, you know,
19 those are things that we, as managers, we accommodate.
20 And when my employees get picked for things like that,
21 I celebrate it, you know? Whether I've got other
22 feelings, or whatever, outwardly I'm going to
23 celebrate it with them. And I didn't get that from
24 her, but it was okay. It didn't hurt my feelings or
25 anything, you know?

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1 So I started working on that (b)(7)(C)
2 Now, the (b)(7)(C) was supposed to go eight weeks.
3 The team leader decided, at the end of eight weeks,
4 that he was going to need another month, but he didn't
5 extend everybody. He only selected a few people to
6 get extended, and I was one of them.

7 So I was really on that project for a full
8 three months, so (b)(7)(C) I was on that
9 (b)(7)(C).

10 That project -- you know, after I had been
11 terminated, I got an email saying that they (b)(7)(C)
12 (b)(7)(C), so we did good, you know, and they --
13 the team obviously celebrated it without me, but, you
14 know, I was still happy about that.

15 And I did make significant contributions,
16 and I started to realize why they put somebody like
17 myself on the team. I was spotting errors that all
18 the technical guys, they were so close to that they
19 couldn't see. So things that didn't make sense to me,
20 I'd raise my hand, I'm like, "I'm sorry, guys. I
21 don't mean to hold things up, but this makes no
22 sense." And then, we get into it, and it was like,
23 "Oh, wow, you're right. It doesn't."

24 They are so technical and so close to it
25 that they just gloss over it. You know, they can just

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1 go like this --

2 [REDACTED] (b)(7)(C) Right.

3 [REDACTED] (b)(7)(C) -- where I'm reading word for
4 word. So that's a lot of the findings I did.

5 And, you know, I volunteered to [REDACTED] (b)(7)(C)
6 [REDACTED] (b)(7)(C). I didn't [REDACTED] (b)(7)(C), so I would come
7 in on days and do the evaluations of the work groups
8 out in the field and stuff like that. So, you know,
9 I had a really good time, I learned a lot on that
10 project, and I enjoyed being there. And it's always
11 flattering to be on the radar with your [REDACTED] (b)(7)(C)
12 [REDACTED] (b)(7)(C), so that happened [REDACTED] (b)(7)(C), lasted through
13 [REDACTED] (b)(7)(C).

14 Now, this is where the tide starts turning
15 for me. [REDACTED] (b)(7)(C) is my performance appraisal
16 meeting, okay? Now, you know, I'm going to rewind
17 just a little bit, because there is another really
18 important factor.

19 [REDACTED] (b)(7)(C) had between March and June -- between
20 March and June I had maybe two one-on-one meetings
21 with [REDACTED] (b)(7)(C) in which she told me she wasn't happy with
22 the performance of the team, the team in general, like
23 the [REDACTED] (b)(7)(C). She wasn't happy with some aspects of some
24 of the projects they were working on and the team
25 environment, you know, the trustworthiness and the

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1 cohesiveness the leadership team.

2 [redacted] When you say [redacted],
3 what do you mean?

4 [redacted] That's the [redacted]
5 [redacted]

6 [redacted] Oh.
7 [redacted] That's the [redacted]

8 [redacted]
9 [redacted] Okay.

10 [redacted] Now, granted, she was right.
11 I mean, there was a lot of disjointed -- or, I'm
12 sorry, there was a lot of disconnection between the
13 leadership team. There was issues with trust. But
14 those were there before I got there. [redacted]

15 [redacted]
16 [redacted]
17 [redacted]
18 [redacted]

19 So due to that [redacted]
20 [redacted]
21 [redacted]

22 [redacted] provides extra focus on those
23 divisions. The first survey that was done, [redacted] was [redacted]

24 [redacted] p. Okay? She has been in that [redacted] [redacted]

25 [redacted]

1 So the work environment issues were there
2 before I got there. So the reason I'm bringing this
3 up is because, yes, she did have meetings with me
4 where she said, "Hey, you know what? I'm not too
5 happy with what's going on here." But it wasn't ever
6 -- it wasn't ever, (b)(7)(C) this is what you're doing
7 wrong." It wasn't ever, "Here is a document. You
8 need to sign this, outlining what you did wrong, and
9 what you need to do to improve." There were
10 conversations that she and I had manager to manager,
11 and she made mention to me being distracted at work,
12 you know?

13 And this is -- you know, and I got upset
14 one day with her when she said that, because she knew
15 a little bit -- she knew exactly what was going on in
16 my personal life. I had -- I had a (b)(7)(C)
17 (b)(7)(C) at the time, okay? (b)(7)(C)
18 (b)(7)(C), and this is the first time that I had ever
19 experienced anything like that, right? Well,
20 actually, at the time she got (b)(7)(C)
21 (b)(7)(C) Long term now, sorry.

22 And I was scared, you know, and I confided
23 in two people at work -- (b)(7)(C) and a gentleman named (b)(7)(C)
24 (b)(7)(C) Okay? Those are the only two people at work
25 that I confided in. And I was scared. I didn't know

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1 what to do. To best honest with you, at that time, I
2 (b)(7)(C) (b)(7)(C) and that was kind of the
3 conflict between (b)(7)(C) at the time.

4 (b)(7)(C) Okay. You don't
5 have to go into too much detail on that.

6 (b)(7)(C) Okay.

7 (b)(7)(C) But suffice it to
8 say that you were going through some --

9 (b)(7)(C) Correct.

10 (b)(7)(C) -- issues at
11 home?

12 (b)(7)(C) Yeah. And it had a huge impact
13 -- and I'm -- you know, it definitely impacted me at
14 work. But during that time, you have to remember that
15 I was on the (b)(7)(C) that I completed
16 successfully. I was on the (b)(7)(C) that
17 I completed successfully.

18 Did it distract me a little bit? Of
19 course it did. But what ended up happening is, you
20 know, things (b)(7)(C)

21
22
23 (b)(7)(C)
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(b)(7)(C)

Okay? And I'm

just (b)(7)(C)

(b)(7)(C)

Confide in (b)(7)(C) again about it. Actually, I called (b)(7)(C) from the (b)(7)(C) when it happened. "Oh, everything will be fine. Don't worry about it." And then, after that, it was nothing like just completely forgotten.

(b)(7)(C) realized that, hey, I was still impacted by it. (b)(7)(C) recommended that (b)(7)(C)

(b)(7)(C)

(b)(7)(C) So when she said to me, "Oh, you're being -- you're kind of -- you seem to be distracted at work," I looked at her and I said, (b)(7)(C) you know exactly what is going on in my life," you know? And I said, "I think it's really insensitive for you to say that."

And she goes, "Oh, well, that's not what I'm talking about." She kind of like skirts the issue. But it was. That's the only distraction that I had in my life, but I was still very focused at work on doing what I had to do, evidenced by the projects

1 that I completed.

2 So I bring that up, because I know that
3 she is going to say that she had meetings with me, but
4 they were really informal. There is no documentation
5 in my employee file on any of that. I never signed
6 it.

7 So (b)(7)(C) --
8 (b)(7)(C) Was there
9 documentation in your personnel file?

10 (b)(7)(C) No. Zero. In the (b)(7)(C)
11 that I have worked at San Onofre, I have never gotten
12 a disciplinary letter. Ever.

13 (b)(7)(C) Okay.
14 (b)(7)(C) So now we get to my performance
15 appraisal meeting (b)(7)(C) --

16 (b)(7)(C) You said (b)(7)(C)
17 before.

18 (b)(7)(C) -- (b)(7)(C)
19 (b)(7)(C) Okay.

20 (b)(7)(C) You know what? I skipped a
21 date. I skipped an important date -- (b)(7)(C)

22 (b)(7)(C) Okay.

23 (b)(7)(C) I just remembered. (b)(7)(C)

24 I attended a -- what they call a stand-up meeting.
25 Every Tuesday at San Onofre they hold these stand-up

1 meetings where the work groups get together and they
2 discuss different topics.

3 Managers are encouraged to go to other
4 work groups' stand-up meetings and observe them and
5 participate in them. I decided to go to (b)(7)(C)
6 (b)(7)(C), and it can be (b)(7)(C)
7 (b)(7)(C) for the stand-downs.

8 In that meeting, the employees talked
9 about various things, and at the end of the meeting
10 they have an opportunity for an open forum. When the
11 open forum started, the employees started engaging me
12 immediately. This is the same group that thinks (b)(7)(C)
13 (b)(7)(C) Okay? So
14 they were getting ready to go to the NRC, I came
15 upstairs, said, "Hey, everything is fine." Their
16 management went and briefed them, and they found out
17 that, hey, it was (b)(7)(C) who did it.

18 So this same group now sees me at their
19 stand-up meeting. They start unleashing. I took a
20 list of their concerns, okay, and I told them, I said,
21 "Listen, I don't have the answers for all of this
22 right now, but I'll work with your management and
23 we'll -- we will respond to you. I commit that to
24 you." Okay? (b)(7)(C) that happened.

25 (b)(7)(C) Can I stop you

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1 again?

2 (b)(7)(C) Yes.

3 (b)(7)(C) What was their
4 concern? I thought you helped them out with the work
5 hour issue. What were --

6 (b)(7)(C) Their concern was, next outage,
7 what is going to happen? Their concern is, what are
8 we going to do now? How are we preparing? How is our
9 management preparing to avoid this same mistake for
10 the next outage that's coming?

11 So they still had work hour issues. They
12 had some solutions as well. They had concerns about
13 the work environment. They felt that their management
14 wasn't responsive to them, didn't follow through with
15 them, didn't stand up to their commitments. I mean,
16 these were all -- all the issues, I mean, and I'm just
17 sitting there writing this stuff down. Okay?

18 And like I said, I couldn't -- I didn't
19 want to put myself on a soapbox and commit to these
20 people that, "Hey, I'm going to solve all this stuff,"
21 but what I did was I told them, "I'm going to work
22 with your management, I'm going to discuss all of
23 these issues with them, and I will make sure that they
24 get addressed and that they follow through with you.
25 I will commit that. I can do that."

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1 So they were satisfied with that, because
2 I -- they had already seen me in action once, right?
3 Had I known what was going on then, had I know, you
4 know, their view of me at that point, I would have
5 told them, "Hey, guys, I didn't do anything. I just
6 made a phone call," right?

7 So the real person who fixed that was (b)(7)(C)
8 (b)(7)(C) you know, that (b)(7)(C) who kept raising her hand,
9 you know, who stood up when people -- when her
10 management didn't answer, she raised her hand again.
11 And when they didn't answer, you know, she kept it
12 going. She is the one who needed to be celebrating,
13 not me.

14 So anyway, they gave me their concerns, I
15 write it up. That happened (b)(7)(C) The next day
16 I sent an email to (b)(7)(C) and I cc'd (b)(7)(C)
17 and I tell them, "I attended the (b)(7)(C) stand-up, here
18 are the list of concerns that came out of there, these
19 are my recommendations," and I closed the email by
20 saying something -- I said, "I would be happy to help
21 (b)(7)(C), you know, work through any of these
22 issues if needed, and I will make myself available.
23 Thank you. (b)(7)(C) I send that email out.

24 That same day (b)(7)(C) asked me to meet her in
25 her office, and she says to me that (b)(7)(C)

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1 feels that I'm trying to be some kind of superhero
2 now. Okay? And then she says that they don't need me
3 working on their problems, and she said that she does
4 not want me addressing any concerns from (b)(7)
(C) employees.

6 (b)(7)(C) What was your
7 response?

8 (b)(7)(C) I asked her, I said, (b)(7)
(C) it's
9 irrelevant who they go to. It doesn't matter who they
10 go to. We should be happy that they are going to
11 somebody." I said, "What's important is that we
12 address their concerns." It doesn't matter who they
13 bring them to, but we fix their concerns, we fix their
14 issues, we follow up with them, and we regain their
15 trust in management." That's the problem here, not
16 who they go to. I said, "It's irrelevant."

17 And she said -- she repeated herself
18 again, "I do not want you addressing the concerns of
19 any (b)(7)
(C) employees." And I was -- I was just beside
20 myself. I was extremely angry, I was frustrated, and
21 I know that when I'm like that I need to just shut up,
22 cool off, and come back later, so I said, "Okay,
23 fine," and I left.

24 (b)(7)(C) What was her
25 disposition at the time? Was she angry when she said

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1 that, or did she say it matter-of-factly?

2 (b)(7)(C) Very matter-of-factly. I
3 wouldn't say she was angry. (b)(7)(C) doesn't get -- very
4 rarely does (b)(7)(C) get angry, like I have only seen her
5 like that maybe a handful of times. But she can be
6 very matter-of-factly. And when she -- I mean, just
7 very stubbornly, like there is no -- when she says it
8 in that manner, you know that no matter what you say
9 it's not going to change. So you are kind of pushing
10 a rock up a hill. It doesn't --

11 (b)(7)(C) Okay.
12 (b)(7)(C) -- it's not going to be any
13 good.

14 (b)(7)(C) I understand.
15 (b)(7)(C) So I tried. I pushed back that
16 one time. She repeated herself. I said fine. Fine.
17 You know, I just let it go. I had bigger things to
18 worry about. You know, again, this is (b)(7)(C). I'm
19 still thinking I'm (b)(7)(C), you know. Whatever.
20 Fine.

21 (b)(7)(C) PDP meeting. Now we get to
22 (b)(7)(C) I apologize for that. In the PDP
23 meeting, (b)(7)(C) provides me a hard copy -- oh, that
24 email, that (b)(7)(C) email, I do not have it, because
25 they went through a Lotus Notes upgrade. They changed

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1 the email system and deleted my archives. I lost a
2 lot of it.

3 [redacted] -- her last named is
4 spelled [redacted]

5 [redacted] Okay.

6 [redacted] -- she provided me with a copy
7 of it. I asked her, "Hey, do you still have a copy of
8 that?" And I gave a copy of that to [redacted] the
9 [redacted]. For whatever reason, I
10 think [redacted] either shredded it or I don't know if it
11 got lost or whatever, because I did one of those
12 Freedom of Information Act forms to get all those
13 documents, and it wasn't there.

14 But if you ask [redacted] she may still --
15 she may be able to provide you with that. So just a
16 little piece of information for you.

17 [redacted] [redacted] title
18 is [redacted]

19 [redacted] I believe so, yeah.

20 [redacted] Okay.

21 [redacted] Okay.

22 [redacted] So now, are you
23 sure the [redacted] name -- his last name was

24 [redacted]

25 [redacted]: Correct. [redacted] if I --

1 [REDACTED] Okay. All right.

2 [REDACTED] -- [REDACTED]

3 [REDACTED] He is not one of
4 the [REDACTED] right?

5 [REDACTED] He may not be a [REDACTED]

6 [REDACTED] no. I think [REDACTED] is the [REDACTED]

7 [REDACTED]

8 [REDACTED] Right. Yeah,
9 okay.

10 [REDACTED] Okay. He works under [REDACTED]

11 Sorry, wrong title.

12 Okay. So [REDACTED], [REDACTED] hands me a
13 document. It's my performance appraisal, and I'm
14 reading it. And it's got -- I mean, she slammed me on
15 it. I mean, just slammed me. She wrote -- first
16 thing -- first poor performance example she wrote in
17 there was the [REDACTED] 24-hour shift incident that I just
18 told you happened in [REDACTED].

19 She said that I had demonstrated poor
20 judgment -- in her document she wrote that I had
21 demonstrated poor judgment in handling of that
22 situation, because I never followed up with [REDACTED]
23 management and told them what I did with [REDACTED].

24 Now, if you sit and think about that for
25 a second, that makes zero sense, because they would

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1 have never come off of (b)(7)(C) if I didn't
2 follow up with them. So I -- I blew up, and I said,
3 "Where did you get this information from?" I said,
4 "Who told you this?" And she's like, "Well, I can't
5 tell you that." I said, "This is a flat-out lie." I
6 said, "Who told you this?" And that's when she said
7 (b)(7)(C) Okay?

8 Now, this name is going to come up quite
9 a bit. She said, (b)(7)(C) said that you never
10 followed up with us." And I said, (b)(7)(C) that is a
11 flat-out lie." I said, "When I made the (b)(7)(C)
12 (b)(7)(C) I walked up there and (b)(7)(C) was sitting her
13 office, (b)(7)(C) was sitting in her office, (b)(7)(C)
14 (b)(7)(C) was sitting in there. (b)(7)(C) was
15 standing outside. This is exactly what I said to
16 them, this is exactly what they said to me, and I
17 walked away. That is a lie. I want it investigated.
18 And if it's substantiated, I want to see disciplinary
19 action taken against (b)(7)(C) "

20 And (b)(7)(C) -- whoa, flustered, sits back in
21 her chair. As I am talking, she is deleting that from
22 the electronic version of my (b)(7)(C). Okay? And you can
23 confirm that by looking at the (b)(7)(C), at the very last
24 page it's time stamped, date and time stamp of every
25 edit that has ever happened to it. (b)(7)(C) you'll

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1 see an edit around 4:15, 4:16 p.m. That is when she
2 deleted it.

3 [REDACTED] (b)(7)(C) And that will be
4 shown in your --

5 [REDACTED] (b)(7)(C) That will be on the document,
6 yes.

7 [REDACTED] (b)(7)(C) On the hard copy?

8 [REDACTED] (b)(7)(C) Yes. So basically, when a
9 manager does it, what happens is the managers complete
10 the document and it gets a time stamp for when it was
11 completed. And then you issue it, okay?

12 You'll see an extra time stamp in there,
13 after she completed it, on the day of my performance
14 -- [REDACTED] (b)(7)(C) you'll see an extra time stamp. That
15 was her deleting it. There was no reason to be in the
16 document during the meeting. There isn't. She opened
17 it back up while I was talking and deleted it.

18 Then, she took the hard copy from me, and
19 without thinking I gave it to her willingly, okay,
20 which I shouldn't have done.

21 So anyway, she says -- she backsteps and
22 says, "Okay. Well, I will look into it." And now at
23 this point I'm just angry, right?

24 The next thing I read is another example
25 of poor judgment where she says that I recommended --

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1 I recommended an employee for a high grade on their
 2 performance appraisal that didn't align with the rest
 3 of management or (b)(7)(C) expectation.

4 Here is what happened with that. We were
 5 in what's called a calibration meeting. Okay,
 6 calibration meetings, HR leads the meeting. Our
 7 meeting was led by (b)(7)(C) and a woman -- her
 8 name will hit me in a second -- (b)(7)(C) (b)(7)(C)
 9 (b)(7)(C) She is from corporate. Our meeting was
 10 chaired by both of those people.

11 Now, in this calibration meeting, you get
 12 all of the managers, right? And the purpose of the
 13 meeting is to have an open forum where we can discuss
 14 people who don't report to us. Okay?

15 So that manager has (b)(7)(C) working for
 16 them, "But hey, you know what, I interacted with (b)(7)(C)
 17 (b)(7)(C) and this is what I asked him to do and he did
 18 a great job." You should know that, right? That's
 19 what this meeting is for. Or, "I interacted with (b)(7)(C)
 20 (b)(7)(C) and he did a poor job. This is why." So that
 21 manager knows and he can kind of calibrate the grades
 22 that you give these people.

23 So (b)(7)(C) -- a girl named -- her name was
 24 (b)(7)(C) (b)(7)(C) (b)(7)(C)
 25 something like that, her name came up. Now, (b)(7)(C) is

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1 a -- she has been at San Onofre, you know, I don't
2 know, less than two years, something like that. She
3 is young, motivated. She is one of those go-getters.
4 She reminded me of what I was when I first started
5 there, okay? You can ask her to do anything, and she
6 will far exceed your expectations. She is one of
7 those types.

8 When her name came up, I immediately
9 raised my hand, and I had examples of stuff (b)(7)(C) had
10 done for me, how she had gone above and beyond what I
11 had asked. And I recommended her for an (b), which is
12 an (b)(7)(C) Okay? I said, "I think, hands down,
13 she deserves an (b)(7)(C) " okay?

14 (b)(7)(C) immediately interjects and says, "No.
15 She is too new to get an (b)(7)(C) " And I said, "Well, you
16 know what? I disagree with that 'too new' logic." I
17 said, "This appraisal period is for six months. She
18 was in this job. She performed this role for six
19 months. I'm evaluating her for that." Okay?

20 And (b)(7)(C) said, "No, she is not getting an
21 (b)(7)(C) That's not -- you know, she is too new to the
22 job," blah, blah, blah, we disagree. Anyway, moved
23 on.

24 This meeting is designed for that type of
25 feedback. You are supposed to have that type of

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1 interaction. I say this, you say that, whatever.
2 Okay?

3 It's an open forum. You're supposed to
4 express your opinion. That's what I did.

5 (b)(7)(C) writes that in my (b)(7)(C) as an example of
6 poor performance -- or poor judgment, because I didn't
7 align with her. Okay? And I'm just like -- I'm
8 dumbfounded by this one. I'm just like, whatever, you
9 know, I'm not even going to argue with this.

10 Then, she writes in there things about how
11 -- this is actually a really good one. A gentleman
12 named (b)(7)(C) -- okay, I'll tell
13 you more about him later -- but in my (b)(7)(C) -- if I
14 remember correctly, this is in there -- she wrote how
15 I failed to process a pay decrease for him as a result
16 of a demotion that he had received. Okay?

17 (b)(7)(C) did ask me repeatedly to process a pay
18 decrease for this gentleman, repeatedly, like four or
19 five times. Okay? And I never did it. And the
20 reason I never did it is because every time she asked
21 me I would tell her that (b)(7)(C) -- (b)(7)(C) -- doesn't
22 report to me in SAP. SAP is the system we use at San
23 Onofre. He doesn't report to me in the system.
24 Therefore, I have no rights in the system to effect a
25 pay change.

1 He reports to (b)(7)(C) I said, "You need to
2 initiate this. I can follow through, but you need to
3 initiate it." And she ignored me every time I said
4 that.

5 Finally, I go to (b)(7)(C) who
6 is a (b)(7)(C), and I talk to her
7 about it. I said, (b)(7)(C) am I able to change
8 (b)(7)(C) pay?" And she says, "Does he report to you?"
9 I said, "No." She said, "No." I said, "Will you help
10 me explain this to (b)(7)(C)?" And (b)(7)(C) knows this; she is
11 just being stubborn. She was the (b)(7)(C) for
12 like (b)(7)(C) prior to this role. She knows this.

13 (b)(7)(C) explains it to her. Still nothing.
14 I ended up hiring a (b)(7)(C) manager, okay, who
15 (b)(7)(C) was transferred to. Okay. So (b)(7)(C) no longer
16 reported to (b)(7)(C) he reported to the (b)(7)(C) manager.
17 His name is -- we call him (b)(7)(C) He's got a very
18 difficult name. His first name is (b)(7)(C)

19 (b)(7)(C) His last name is (b)(7)(C)

20 (b)(7)(C) We call him (b)(7)(C)
21 So (b)(7)(C) now reports to (b)(7)(C). I am on the
22 95001 team, sequestered. I tell (b)(7)(C) "Hey, this is
23 what's going on. I need you to -- you know, when you
24 get on board, you need to demote -- you need to
25 process his pay action." Okay?

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1 Now, an extended period of time had
 2 passed. (b)(7)(C) got upset because it took us so long,
 3 so he is like up in arms about it. You know, he is
 4 giving all kinds of crap to (b)(7)(C). (b)(7)(C) tells (b)(7)(C)
 5 is mad at me for not doing it, I tell (b)(7)(C) "I couldn't
 6 have done it. He reported to you. He never reported
 7 to me." And you can confirm all of this just by
 8 pulling (b)(7)(C)'s pay -- or, I'm sorry, work history,
 9 and you'll see that he reported to (b)(7)(C) (b)(7)(C) never
 10 (b)(7)(C) There is no way I could have done that,
 11 but it was on my (b)(7)(C).

12 (b)(7)(C) Okay.

13 (b)(7)(C) So (b)(7)(C) ends up doing it, and
 14 she says that (b)(7)(C) was too new, (b)(7)(C) is a new manager,
 15 he should have never had that type of responsible.
 16 That's B.S. (b)(7)(C) was a (b)(7)(C)
 17 (b)(7)(C) (b)(7)(C)

18 (b)(7)(C) This guy has leadership experience.
 19 He has managed people. He knows how to do this. This
 20 was a no-brainer for him. She is trying to make it
 21 seem like it was some great big project or some great
 22 big task, and it wasn't. She wrote that in my (b)(7)(C).

23 She also wrote things about me being
 24 distracted, this and that, and I told her, I said,
 25 (b)(7)(C) you know, I think this is unfair. You know what

1 was going on in my life at this time. Yeah, I admit
2 that I was distracted, but all of this stuff isn't --
3 this isn't true. This isn't relevant. And I just
4 feel it's really unfair."

5 And she says, "Well, I'm excluding that
6 piece of it, your personal piece of it." And I'm
7 like, what? I was like, that makes no sense to me,
8 but, you know, I was -- honestly, I was just -- I had
9 it at that time. I was just like, you know what? I'm
10 just done arguing.

11 So she says -- the meeting ends. It kind
12 of got derailed after the whole [REDACTED] thing.
13 Everything after that was really quick fire, right?
14 So it ended with her saying to me, "I'm going to
15 investigate the [REDACTED] incident. I'll get back
16 to you on that." I said, "All right, fine." I sign
17 the document, and I leave.

18 That night -- I'm thinking about this now,
19 right? That night I send her an email and I say,
20 "Number one, I don't want you investigating this. I
21 want employee concerns to look into it. I want you to
22 keep your hands off of it. And, number two, I want
23 that hard copy back." And she responds, "Oh. Well,
24 I've already talked to a few people, and I shredded
25 that hard copy." I'm like, "Okay. I see where this

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1 is going. Fine." That was (b)(7)(C)

2 (b)(7)(C) What was your
3 rating on your evaluation?

4 (b)(7)(C) Oh, she gave me a (b)(7)(C)
5 (b)(7)(C)

6 (b)(7)(C) Okay.

7 (b)(7)(C) You get E for exceptional, C
8 for commendable -- C is basically average, NI for
9 needs improvement. And you get two grades, one for
10 behaviors and one for actual -- I don't know what the
11 term is that they use. It's like the work performed
12 and your behaviors. So I got a (b)(7)(C) for
13 behaviors and an (b)(7)(C) for work, or something like that.
14 I don't remember the exact combination, but I did get
15 an (b)(7)(C)

16 (b)(7)(C).

17 That happened (b)(7)(C)

18 I get back to my desk, south end, right, I'm still on
19 the project, I see an email from (b)(7)(C) okay? (b)(7)(C)
20 is telling me about a meeting that she had with her
21 team led by (b)(7)(C) The topic of the meeting
22 was following through, right?

23 And they were discussing examples of that,
24 and (b)(7)(C) raised her hand and she says, "Well, you
25 know what? I've got a good example of somebody

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1 following through."

2 She says, [REDACTED] He came to our
3 stand-up meeting, he took these notes, and I saw him
4 in front of the cafeteria one day, and even though he
5 didn't have all the answers for me at that time, he
6 stopped me and he said, [REDACTED] I want to talk to you
7 about that meeting. Here is what I have done so far,'
8 and blah, blah, blah, 'Here is what I'm still doing,'
9 you know, and he followed up with me like nobody else
10 ever has, you know? And I think that was a good
11 example."

12 So she is providing that example in our
13 meeting. She is relaying this, you know, short
14 version on the email, and she tells me afterwards that
15 after that meeting occurred [REDACTED] had another
16 meeting with the employees in which she said that, you
17 know, there is only so much that [REDACTED] can do to
18 help you guys.

19 And she says -- she said that they -- then
20 she told them that they needed to raise their
21 concerns. She said, "You need to give us a chance to
22 fix it. There's only so much that [REDACTED] can do to
23 solve your problems, and you need to give us a chance.
24 And I want you to raise your concerns to your chain of
25 command first from now on. Okay?" So that's what [REDACTED]

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1 tells me.

2 And I ask -- I asked (b)(7)(C) -- I replied back
3 and I said something like, "Hey, did you get the
4 feeling that she didn't want you raising concerns to
5 me specifically? Like did she say not to bring them
6 to me?" And she was like, "Well, she didn't say that
7 we can't bring them to you, but she said to bring them
8 to our chain of command first, but everybody knew what
9 she meant," because she had started by using my name.

10 And all those -- that group, they were
11 like, "Oh, they don't want us going to (b)(7)(C)." That's
12 what -- in their mind.

13 So when I got this, got up, walked over to
14 (b)(7)(C) office, other end of the plant. (b)(7)(C) do you
15 know that (b)(7)(C) just told her employees that they
16 needed to raise their concerns with their chain of
17 command first?" And she is like, "Well, what's the
18 problem with that?"

19 I said, "They need to be able to raise
20 the" -- I said -- no, no, I'm sorry. I said, "What if
21 their concern is with their chain of command? Who are
22 they supposed to go to?" And she goes, "Well, at that
23 point, they can go outside their chain of command."

24 I said, "That's not the direction they
25 received, and that's not the expectation of the site

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1 or the NRC. The message that needs to be communicated
2 is that you can raise a concern to anybody." And she
3 said, "Well, it's" -- she said -- she like kind of
4 just blew me off, and I said, (b)(7)(C) a few months ago
5 you told me that I can't address the concerns of a
6 group of employees. Now you're saying it's okay for
7 that group of -- that same group to get direction that
8 they need to raise concerns through their chain of
9 command."

10 And I said, "Both of these things are
11 wrong." And I said, "If you're not going to do
12 something about it, I'm going to the NRC." And that's
13 when she looked at me and she said, "Well, do what you
14 have to do," okay? And, again, I bit my lip and I
15 walked out of her office. That happened August -- the
16 day after my (b)(7)(C) meeting. That was (b)(7)(C)

17 (b)(7)(C) Okay.

18 (b)(7)(C) I thought about it all day,
19 thought about it the (b)(7)(C) I was hoping that she
20 would call me, say something to me, say, "Hey, you
21 know what? I saw that you're right." She never said
22 a word to me.

23 (b)(7)(C) I go to the employee concerns
24 program, okay?

25 (b)(7)(C) Okay. Can I stop

1 you right there?

2 (b)(7)(C) Yes, sir.

3 (b)(7)(C) Just so I can get
4 some clarifying information.

5 (b)(7)(C) Yes, sir.

6 (b)(7)(C) When you got this
7 email from (b)(7)(C) about this meeting she had with

8 (b)(7)(C) did (b)(7)(C) say where it happened?

9 (b)(7)(C) I don't recall that, but I can
10 tell you that all -- the majority of the (b)(7)(C) meetings
11 happen in the back of their work group. They have a
12 huge meeting table back there that's designed --

13 (b)(7)(C) Okay.

14 (b)(7)(C) -- for their meetings.

15 (b)(7)(C) Now, (b)(7)(C)

16 is the (b)(7)(C)

17 (b)(7)(C) That is correct.

18 (b)(7)(C) Where does she
19 fall in the command chain with (b)(7)(C)

20 (b)(7)(C) She reports to (b)(7)(C) who
21 reports to (b)(7)(C)

22 (b)(7)(C) Okay.

23 (b)(7)(C) I can draw an org chart for you
24 if you need me to.

25 (b)(7)(C) Well, we could do

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1 that later on off the record, just so I have a better
2 understanding. But from the information that you
3 have, (b)(7)(C) wasn't the only person during -- at this
4 meeting?

5 (b)(7)(C) No, absolutely not.

6 (b)(7)(C) It was --

7 (b)(7)(C) Both -- the (b)(7)(C) group.

8 (b)(7)(C) Okay.

9 (b)(7)(C) Yeah.

10 (b)(7)(C) Okay. And this
11 occurred, it sounds like, on the (b)(7)(C) or on or about

12 (b)(7)(C)

13 (b)(7)(C) I got the email on the (b)(7)(C)
14 correct.

15 (b)(7)(C) Okay.

16 (b)(7)(C) It was sent to me -- it was
17 sent to me at about 3:00 p.m. on the (b)(7)(C) but when I
18 think back it takes a while to get from the south end
19 to (b)(7)(C) office. The (b)(7)(C) was my (b)(7)(C) meeting. That
20 was -- it started at 4:00, so I left at 3:00. I
21 didn't see that email until the next day.

22 (b)(7)(C) Okay. Okay.

23 Now, we're at the point now when you go to the ECP.

24 (b)(7)(C) Correct. I go -- so I take a
25 day thinking about it, hoping that (b)(7)(C) comes to me.

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1 Never heard anything. (b)(7)(C) I go to the employee
2 concerns program and I meet with (b)(7)(C) who is
3 the (b)(7)(C) and a gentleman named
4 (b)(7)(C) He reports to (b)(7)(C) I believe he is
5 a (b)(7)(C)

6 I tell both of them this whole story,
7 okay? At the conclusion of my statement, I look
8 directly at (b)(7)(C) He is sitting directly across
9 from me, and I tell (b)(7)(C) I said, (b)(7)(C) the only
10 reason I am here is out of a matter of protocol,
11 because I am a manager and I know the steps in this
12 process. That's the only reason I'm here. And I'm
13 going to be blunt with you: I do not have any
14 confidence in your team's ability to handle this
15 internally." I said, "When I leave here, I'm going to
16 the NRC."

17 And (b)(7)(C) said to me, he said, "Well, you
18 know what? Thank you for being candid. I appreciate
19 that. And you didn't have to tell me that you are
20 going to be the NRC, but, you know, that's well within
21 your rights." And (b)(7)(C) is a very matter-of-fact
22 type person. That's exactly how he speaks. And that
23 was the end of the meeting.

24 And after that I went back to the south
25 end, because I -- the NRC's office is right across

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1 from (b)(7)(C) office.

2 (b)(7)(C) Oh, really?

3 (b)(7)(C) It's right down the hall.

4 (b)(7)(C) Okay.

5 (b)(7)(C) Okay? So it's on the floor.

6 (b)(7)(C)

7 (b)(7)(C) Okay?

(b)(7)(C)

8 (b)(7)(C)

I went

9 back to the south end, and I called Greg from my cell
10 phone --

11 (b)(7)(C) Okay.

12 (b)(7)(C) -- later on that afternoon.

13 (b)(7)(C) Going back to

14 this meeting that you had with (b)(7)(C) and (b)(7)(C)

15 did you tell them the nature of your complaint?

16 (b)(7)(C) What do you mean?

17 (b)(7)(C) Well, when you

18 went to them and you said, "Well, I'm doing this only
19 as a matter of protocol, and then I'm going to go to
20 the NRC" --

21 (b)(7)(C) Yeah, I -- that was at the end.

22 I told them everything, yeah.

23 (b)(7)(C) So you --

24 (b)(7)(C) Yeah. So what I told them, not

25 only -- okay. So I told them that, you know, safety

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1 conscious work environment issue where I was told not
2 to address concerns, where the employees were told not
3 to raise concerns, except through the chain of
4 command.

5 (b)(7)(C)

Okay.

6 (b)(7)(C)

And I also told them a lot of
7 the work environment issues that I was having with
8 (b)(7)(C) So I laid -- I just laid everything out, but I
9 made sure that I focused on the actual safety
10 conscious work environment issues.

11 So that's the same statement I gave to
12 Greg. I laid everything out, all the environment
13 issues with (b)(7)(C) and the safety conscious work
14 environment issues.

15 I ended up getting a letter from the NRC
16 and ECP. The NRC basically documented all of my
17 allegations and, you know, the ones that they have no
18 -- that they don't handle, they just said, "Hey, this
19 isn't an NRC issue," right? So all of the --

20 (b)(7)(C)

Right.

21 (b)(7)(C)

-- issues that I had with my
22 boss.

23 (b)(7)(C)

24 What did the
letter from the ECP say?

25 (b)(7)(C)

Basically, it said that they

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1 weren't able to substantiate that -- they weren't able
2 to substantiate my claim that the employees were told
3 not to raise concerns to me. That's not what I told
4 them.

5 But they said that they did -- they were
6 able to determine that a manager gave the perception
7 that they had -- that the employees had to raise
8 concerns to their chain of command, and that was the
9 same statement that the NRC said. "We weren't able to
10 substantiate, but our investigation shows that a
11 manager gave -- may have given that perception."

12 But neither answered the question about
13 (b)(7)
(C) telling me that I couldn't address their
14 questions, because it was a one-on-one, so it was a he
15 said/she said, you know? So I guess I just lost out
16 on that. But, you know, "Can't substantiate, but we
17 determined that it was -- a perception was given."

18 So I don't know what that means, how much
19 weight that holds, but that's the response I got.

20 So that was the (b)(7)
(C) right?

21 (b)(7)(C) Yes.

22 (b)(7)(C) Okay. So now we get into
23 September. This is where everything just starts going
24 downhill. (b)(7)
(C) just literally stops talking to me.
25 There is like very little communication, no face time

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1 whatsoever. She starts to cancel all leadership team
2 meetings where I would normally get face time with
3 her. Just completely absent, okay?

4 Now, this -- in this month, in my mind --
5 now, the site has a policy, which I can share, that
6 says that employees who get an (b)(7)(C) in their mid-year
7 2010 will be receiving a (b)(7)(C)
8 and the manager who issues that (b)(7)(C) has to work with
9 employee relations to develop that (b)(7)(C)

10 A (b)(7)(C) is where
11 they put you on this (b)(7)(C) for lack of a better term,
12 for (b)(7)(C)

13 (b)(7)(C)

14
15
16
17
18 (b)(7)(C) and no harm no foul. Okay?

19 So in my mind I'm thinking, wow, I'm --
20 this is going to be the (b)(7)(C) I'm
21 going to get on a (b)(7)(C), right?
22 So I don't hear from her at all.

23 September -- it was right around the week
24 of September 13th, okay, and I'm visibly upset in my
25 office thinking about my performance -- or my (b)(7)(C)

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1 because I had it out. I was reading it again, you
2 know?

3 And a gentleman named (b)(7)(C)
4 that's (b)(7)(C) - he walks into my office and
5 says, "Hey, you know, what's going on? What's wrong?"
6 And I tell him, I'm like, "You know what? I'm so
7 angry about this (b)(7)(C)." And I'm like, "You know, that
8 calibration meeting is supposed to be an open forum.
9 We're supposed to be expressing our opinions. And the
10 fact that I recommended (b)(7)(C) for an (b)(7)(C) (b)(7)(C) uses as an
11 example of poor judgment on my (b)(7)(C)." "

12 And he says to me, he goes, "What? What
13 are you talking about?" I was like, "It's right here.
14 Look. Remember when I did that?" He goes, "Yeah."
15 I said, "She said that that was poor judgment." And
16 he goes, "Well, she didn't write that in mine."

17 I was like, "What are you talking about,
18 (b)(7)(C) " And he goes, (b)(7)(C) reports to me." And I was
19 like, yeah. He goes, "I gave her an (b)(7)(C) on her (b)(7)(C)
20 (b)(7)(C) saw that and directed me to change it, but she
21 didn't say that was poor judgment on my (b)(7)(C) " "

22 And I was like, "You've got to be kidding
23 me." And he goes, "No. I wanted to give her an (b)(7)(C) " "
24 He goes, "Why do you think I sat there and kept my
25 mouth shut the whole time?" And I think back, (b)(7)(C) was

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1 sitting across from me in that meeting, and I knew
2 (b)(7)(C) reported to him, I'm recommending her for an (b)
(7)
(C)
3 and that he didn't say anything. And that's why,
4 because she had already directed him not to do that.

5 And he goes, "She didn't give -- she
6 didn't write anything. She didn't give me any
7 negative marks because of it. And I actually gave her
8 one. She made me change it." And I was like, holy
9 crap. I said, "Okay. Fine."

10 Now I'm thinking, now I'm being treated
11 differently. Okay? So I'm like, okay, I know that I
12 have 30 days from the issuance of my (b)(7)
(C) to file a

13 (b)(7)(C)

14 (b)(7)(C)

15 And, you know, to be perfectly honest with
16 you, I have never been in a situation like this. I
17 have never had to deal with a boss in this manner. I
18 have never had to use these processes. It was just
19 all alien to me and all new to me, because I never --
20 like I said, I have never experienced anything like
21 this.

22 So it was hard for me to pull that
23 trigger, because, you know, the way I was raised and
24 the way I was brought up in the professional world
25 is, hey, you know what? You deal with it one on one

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1 and you move on. You know, now I'm calling HR and
2 doing all this stuff, so I had to think about it for
3 a while.

4 Anyway, that was September 13th, the week
5 of September 13th, sometime around there.

6 September 15th, I believe it was -- yeah,
7 it was right around the same week -- I'm in the
8 cafeteria, and (b)(7)(C) who was the then (b)(7)(C)
9 (b)(7)(C), who I reported to for most of my
10 career at San Onofre when I was in (b)(7)(C)
11 -- (b)(7)(C) is a -- he is getting ready to retire, old
12 (b)(7)(C), you know, he is a straight shooter.
13 This guy doesn't beat around the bush. Taps me on the
14 shoulder and says, (b)(7)(C) I need to meet with you like
15 right away."

16 And when (b)(7)(C) says that, it's something
17 important. You know? And I'm like, "Yes, sir, you
18 know. Whatever you need, you know, I'll make myself
19 available." I go to meet with (b)(7)(C) in his office. He
20 closes the door and he sits down and he looks at me
21 and he goes, "So, how are things going on with -- over
22 in (b)(7)(C)?"

23 And I knew he was probing, and I trust
24 (b)(7)(C) I trust him wholeheartedly. And I told him, I
25 said, "This is what's going on," you know? I said,

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1 "It's just -- it's horrible, you know? I go to work
2 every day looking over my shoulder." I tell him all
3 these stories. And he said, "Listen, the reason I
4 wanted you up here is because (b)(7)(C) is bashing you. She
5 is talking very poorly about you. She is just
6 thrashing you in (b)(7)(C) meetings in
7 front of all the other (b)(7)(C) "

8 And he says, you know, "The other day she
9 was doing it, and I stood up" -- this is (b)(7)(C) talking,
10 he says, "I stood up and I told everybody in the room,
11 I said, 'I don't know what (b)(7)(C) you're talking
12 about. That's not the one I know. And the (b)(7)(C)
13 I know'" -- and he went on to provide examples, you
14 know?

15 And he basically said, you know, "I wasn't
16 going to let her do that to you." And he says,
17 "Before I retire, I'm going to do whatever I can to
18 get you back into this (b)(7)(C) before she ruins your
19 career." And he says, "If I can't do it before I
20 retire, the first thing I'm going to tell the person
21 who replaces me is to get you back into this
22 (b)(7)(C), " he said, "because I'm not going to watch
23 this happen to you."

24 And it was an emotional few seconds there,
25 because hearing this from (b)(7)(C) meant the world to

1 me. This is a guy that I respect a ton, and he is,
2 like I said, a straight shooter. You know, he is --
3 he stands by what he believes, you know. And it
4 doesn't matter who he is up against, he is going to
5 stand up.

6 So it meant a lot to me, and I said,
7 (b)(7)
(C) you know what? I really appreciate that.
8 Thank you." And that's when it really hit me what was
9 going on, you know. That's when I knew, okay, this is
10 bad.

11 So, and I can give you -- (b)(7)(C) -- like I
12 said, he's retired. Right now he lives still in
13 (b)(7)(C). I can provide you with contact information
14 if you need it, or you can get it from the company.
15 But (b)(7)(C) -- you know, it never happened, obviously,
16 because I was terminated (b)(7)(C) later, but, you
17 know, he basically gave me a warning, you know? So
18 that happened mid-September.

19 Now, you know, like I said, September was
20 a crazy month for me. It was just -- you know, I was
21 still dealing -- still had a lot of emotional issues
22 from the (b)(7)(C) but, you know, still -- you
23 know, counseling and stuff like that. I'm okay, but
24 I remember -- so now I'm still thinking about the
25 (b)(7)(C) right? I have (b)(7)(C) to do

1 that.

2 [REDACTED] or somewhere around there,
3 maybe [REDACTED] or, you know, somewhere around there, like
4 before the [REDACTED] deadline, I called [REDACTED]
5 [REDACTED] She is the [REDACTED] for the
6 [REDACTED] process.

7 Now, I have known [REDACTED] since I was in
8 [REDACTED]. She was very good friends with my first boss
9 when I got into management. I knew her like -- I
10 mean, I consider her a friend. I called her, and I
11 explained to her what was going on.

12 And I said, "Listen, this is what [REDACTED]
13 wrote in my [REDACTED]. This is what [REDACTED] did. He didn't get
14 anything in his PDP. So to me, I feel like I'm being
15 treated differently, so I want to focus that. I want
16 that stricken from my [REDACTED]. And I also need help
17 opening dialogue with my boss. I want to fix this
18 relationship. I need to do something about this,"
19 right?

20 So now I'm using the process to try to
21 help -- to get some help. [REDACTED] says to me, "Well,
22 listen, I need to talk to my boss to determine whether
23 or not you can actually even focus that issue." And
24 I said, "Okay, fine. Just get back to me." That was,
25 you know, like I said, [REDACTED], right

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1 around the (b)(7)(C).

2 I didn't hear back from her for the next
3 few days. I did call her repeatedly, left voice
4 mails.

5 Now we get to (b)(7)(C). One of the
6 commitments that San Onofre made to the NRC in
7 response to the chilling effects letter was the -- was
8 having group meetings with different work groups that
9 reported to you, without their supervisor or manager
10 present, just the employees, right? So you had the
11 higher level manager. They're called skip level
12 meetings. Okay?

13 So I'm the manager, I skip their
14 supervisor, and I go straight to the employees. That
15 was one of the commitments that we made. So I'm
16 having that (b)(7)(C)

17 (b)(7)(C) that reports to (b)(7)(C)

18 (b)(7)(C)

19 (b)(7)(C) that

20 I still have on complaints that they had in regards to

21 (b)(7)(C), in regards to her treatment of them, in

22 regards to her leadership, regards to how -- the work

23 environment under her. (b)(7)(C)

24 all different employees (b)(7)(C)

25 (b)(7)(C)

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1 At the conclusion of that meeting, I go to
2 (b)(7)(C) office and I say, (b)(7)(C) we've got an issue." I
3 said, "This group is about to implode." I said,
4 "They've got several issues with (b)(7)(C). I recommend
5 that we contact the employee concerns program and
6 start what they call the early intervention process,"
7 something new that they have kicked in where if you
8 identify these issues early on, get us involved, then
9 we can help address them before it blows up into
10 something big.

11 So (b)(7)(C) says, "Okay, yeah, go ahead. Do
12 what you've got to do," just like nonchalant, never
13 even asked any details or nothing like that. And I'll
14 get to why later on or at least my reasoning why.

15 So I'm like, okay, fine. You know? The
16 relationship between us is already strained. I mean,
17 it's already the end of the month. I haven't heard
18 nothing about my (b)(7)(C). There has been (b)(7)(C)

19 (b)(7)(C)

20 so far.

21 Anyway, I call (b)(7)(C) He is the
22 only person I know over there, right? Well, he is the
23 only person I have interacted with lately. I call
24 (b)(7)(C) I leave him a voicemail, and I say, (b)(7)(C)
25 here is what's going on, here is the situation. I'm

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1 going (b)(7)(C) tomorrow. Here is my personal cell
 2 phone number. Please contact me, so that we can
 3 discuss this. I will be -- make myself available."
 4 Hung up the phone with him.

5 I called (b)(7)(C) one more time, and
 6 I said, (b)(7)(C) I haven't heard back from you. I'm
 7 going on (b)(7)(C). Here is my personal cell
 8 phone number. Please call me and let me know what's
 9 going on with the focus." Okay?

10 I go on (b)(7)(C) (b)(7)(C)
 11 (b)(7)(C) I return to work on the (b)(7)(C).
 12 (b)(7)(C), (b)(7)(C) doesn't even look at me. Normally,
 13 you come back from a (b)(7)(C), your boss says, "Hey,
 14 how are you doing? How was it?" Nothing. Okay?

15 I had no message from (b)(7)(C) or (b)(7)(C)
 16 (b)(7)(C) Neither one of them called me back or
 17 emailed. Okay? So I got nothing.

18 I am at my wit's end. I reach out to the
 19 only other person I could think of calling and that's
 20 (b)(7)(C) okay? And I already have a bad taste in
 21 my mouth about (b)(7)(C) but I didn't know who else to
 22 call. So I called (b)(7)(C) and I say, (b)(7)(C) listen, I
 23 really need to talk to you about what is going on over
 24 here."

25 And (b)(7)(C) says, "Hey, is (b)(7)(C) around?" And

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1 I was like, "Yeah, he's somewhere." And he goes, "I
 2 really need to talk to (b)(7)(C)." And I was like, "All
 3 right, (b)(7)(C). Well, I'll let him know, but I really
 4 need to, you know, talk to you about" -- "Oh, hey,
 5 hey, you know what? I've got to go right now. Let's
 6 -- can we talk later?" He goes, "I'll give you a call
 7 later on." Click. Hmm, just hangs up.

8 And I'm like -- two hours later I got
 9 fired.

10 (b)(7)(C) Who fired you?
 11 (b)(7)(C) (b)(7)(C) Now, the termination
 12 meeting -- I walk in and it's (b)(7)(C)
 13 (b)(7)(C) and (b)(7)(C) sitting in the office, or sitting in the
 14 meeting room. I sit down and (b)(7)(C) says, "This is a
 15 disciplinary meeting," and I said, "Okay."

16 (b)(7)(C) Did you know it
 17 was coming?

18 (b)(7)(C) No. I had no idea I was
 19 getting fired. I thought this was the meeting for my
 20 (b)(7)(C) Okay? That's what I
 21 thought I was walking into.

22 (b)(7)(C) All right.
 23 (b)(7)(C) Okay? So, I mean, honestly, I
 24 thought (b)(7)(C) maybe a letter,
 25 you know, I didn't know. But I was kind of sketchy,

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1 you know, I had a feeling something was going to
2 happen.

3 So I walk in there, and when I saw (b)(7)(C) I
4 was like, all right, I know where this is going.
5 Okay? She didn't need (b)(7)(C) there to be put on a
6 (b)(7)(C) okay? So that was my
7 first indication.

8 I sit down and she says, "This is a
9 disciplinary meeting," and she said that, you know,
10 since -- she goes, "I documented some issues with your
11 performance under the (b)(7)(C) -- or on
12 your (b)(7)(C) and since
13 then I haven't seen any improvement. And because of
14 that, I am terminating your employment."

15 And I look at her, I said, "Okay." She
16 hands me my check. I give her my gear. They take me
17 to my office, we talk about some logistical issues
18 about getting me offsite, she tells me I'll get a
19 letter in the mail about my benefits, and that was the
20 end of the meeting.

21 Now, my (b)(7)(C) Okay?
22 I went on (b)(7)(C) (b)(7)(C) You
23 subtract those days, you subtract weekends, it was
24 less than 20 work days. In those 20 days -- maybe 25
25 days, something like that -- within that time period,

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1 not a single meeting with her. Zero face time with
2 her. And there was no evaluation of any of my -- I
3 mean, without any kind of face time, how was she
4 evaluating me? Like she -- there was no way for her
5 to even know what I was -- what was going on?

6 But what I do know is that the day after
7 my (b)(7)(C) I told her that I was going to the NRC. I told
8 (b)(7)(C) I was going to the NRC.

9 Now, here is the funny thing. You know,
10 I will give you all the names of people that will tell
11 you that I was one of the best employees they ever had
12 at San Onofre. Okay? And I'm confident that that's
13 what they'll say.

14 (b)(7)(C) - the (b)(7)(C)
15 (b)(7)(C) at the time -- now, they have changed it since
16 I left. But the procedure at the time -- and it's not
17 a guideline, it's not a policy, it's a procedure.
18 Procedures are meant to be followed step by step,
19 right?

20 At the time, it required the review of a
21 (b)(7)(C). Okay. My problem with the
22 (b)(7)(C) when (b)(7)(C)
23 was that it is (b)(7)(C)
24 (b)(7)(C) okay?

25 Here is the problem with that. When I, as

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1 an employee, go and complain to (b)(7)(C) right, I go
2 and bring my complaints to him, my issues, my
3 concerns, he is the (b)(7)(C)
4 that determines whether or not I get (b)(7)(C).
5 That was one of the things that (b)(7)(C) wanted, and I
6 didn't. I wanted corporate HR, I wanted somebody
7 completely unbiased in that process, somebody who
8 wasn't at SONGS, to oversee that. But I didn't get
9 it.

10 So right there, that's like the police
11 department arresting you and convicting you. It makes
12 no -- it made no sense.

13 (b)(7)(C) Do you even have
14 that action, have a third party decide your fate?

15 (b)(7)(C) No. No. But here's the crazy
16 thing is that (b)(7)(C) had to convince more than one person
17 that my performance was so poor in the 20 days after
18 my (b)(7)(C) that a (b)(7)(C) employee with a perfect
19 employment record at SONGS, who was handpicked for
20 multiple projects, she had to convince these people
21 that I didn't even deserve a (b)(7)(C)
22 (b)(7)(C). I don't know how the hell she did it, but she
23 did. Okay?

24 That, in and of itself, bewilders me.
25 Now, the Law Department is an option on that board.

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1 They can or cannot be there. [REDACTED] who is
2 the [REDACTED] for San Onofre, I have also worked
3 with. She is somebody that I would tell you would be
4 a character reference for me, but I don't know if she
5 can do that now that we've got a pending lawsuit.

6 But aside from that, I would tell you she
7 is a character witness for me, because I have worked
8 with her from the time I was an [REDACTED]. She has come
9 to me for everything she needed from the divisions I
10 worked for. She and I have a great relationship.
11 Whenever we see each other, we hug each other. I
12 mean, so I have a hard time believing that she was on
13 that board. If she was, I'd be really surprised.

14 But bottom line is, somehow that woman
15 convinced these people that I was bad enough to be
16 terminated.

17 Now, if you look at Edison policies, the
18 policy will even tell you that, hey, when you're
19 considering somebody for disciplinary action, the
20 first thing you want to do is look at their previous
21 history, right? And we take mitigating factors,
22 right?

23 So, did they look at my employment
24 history? And you know what? Those people that signed
25 off didn't need to look at it. They know me. Okay?

1 But let's stick to the policy. If they looked at it,
2 they would have saw that I, in (b)(7)(C), had zero
3 disciplinary actions. Okay?

4 Considering other factors, all right,
5 there's other factors to consider, I guarantee you
6 that (b)(7)(C) never said, (b)(7)(C) is dealing with the loss of
7 his (b)(7)(C) I'm willing to guarantee you she
8 never told the people that.

9 And then, lastly, how she convinced them
10 that, let's not even put him on a (b)(7)(C)
11 (b)(7)(C), let's just get rid of him right now,
12 that just bewilders me. That I don't get.

13 Now, I can tell you this. When we went to
14 -- the NRC recommended that we go to mediation through
15 Cornell, right? So when we get there -- both parties
16 agree to do the mediation. When we get there we
17 realize that Edison has no interest in mediating.

18 They told the mediator -- now this is
19 where things start getting disjointed, and hopefully
20 you can get to the bottom of it, but they told the
21 mediator that I was terminated for untrustworthiness,
22 and they said, "There is no need to put somebody on a
23 (b)(7)(C), because how do you
24 improve trustworthiness." That's the first time I
25 ever heard that.

1 And the example they gave to the mediator
 2 -- they gave her an example, which I can refute. They
 3 said that (b)(7)(C) asked me to prepare a supervisor in my
 4 group named (b)(7)(C) for a disciplinary meeting
 5 that she was going to have with one of her employees.
 6 They said that I told (b)(7)(C) that I did prepare her, but
 7 the employee, (b)(7)(C) told (b)(7)(C) that I did not. So,
 8 therefore, I lied, and for that I got fired.

9 (b)(7)(C) Did you say that?

10 (b)(7)(C) Did I say what?

11 (b)(7)(C) Did you say that
 12 you prepared her?

13 (b)(7)(C) Oh, absolutely. And I did
 14 prepare her. Here's the story. So (b)(7)(C) --
 15 now -- okay. As we get further down this road I'm
 16 going to put these names together for you.

17 (b)(7)(C) is a (b)(7)(C)

18 (b)(7)(C) She is the supervisor that
 19 that group of employees were complaining about. Okay?
 20 Now, at the time, we were rotating her and (b)(7)(C)
 21 through a (b)(7)(C) position. Okay? So she may have
 22 been a manager at that time.

23 She was disciplining a woman named (b)(7)(C)
 24 (b)(7)(C) for something that I had no idea what was going
 25 on. I was away on the project when it occurred, okay?

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1 So (b)(7)(C) was working with (b)(7)(C) (b)(7)(C) told her to work
2 with me. So (b)(7)(C) comes to me and says, "Hey, (b)(7)(C)
3 asked me to have you prepare me for this." "All
4 right. No problem."

5 All right. So I sit with her -- I met
6 with her and I said, "Listen, what's going on? Give
7 me the situation. Let me see your fact-finding, your
8 evidence." Okay? The recommendation is a three-day
9 suspension, I believe it was, or a three- to five-day
10 suspension. And my job was to prepare (b)(7)(C) for the
11 actual disciplinary meeting.

12 So I do role-playing with her. Okay? And
13 everything is going great, right? I'm helping her,
14 I'm giving her possible questions, recommending
15 answers, this and that. And I told her, I said, "I'll
16 be in the meeting with you. So if you get hung up,
17 I'll -- you know, I'll help you out. I'll jump in."

18 Everything is going great. At the end of
19 our meeting, she says, "Oh, you know what? I don't
20 think I can do this." I was like, "What do you mean?"
21 And she goes, you know, "I have known (b)(7)(C) a very long
22 time, and this is just a very difficult thing for me
23 to do."

24 And I said to her, I said, "You're a
25 manager. You supervise people." I said, "You know,

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1 our jobs aren't always that easy. At times you're
 2 going to have to do difficult things." And I said,
 3 you know, "This is actually a very -- this one is
 4 actually pretty cut and dry and simple. This is going
 5 to be good practice for you. So I really need you to
 6 kind of put that aside and step up and be the manager
 7 you are supposed to be and knock this out."

8 She is like, "Okay, okay, fine." And she
 9 leaves. This is just a couple of days before the
 10 actual meeting occurs.

11 So the day of the meeting --

12 (b)(7)(C) Do you remember
 13 the date?

14 (b)(7)(C) (b)(7)(C) suspension was -- let me
 15 look at a calendar. It was the (b)(7)(C)
 16 (b)(7)(C). I believe it was (b)(7)(C)
 17 No. Yeah. Yeah, it had to be (b)(7)(C). Yeah,
 18 because she was suspended the whole next week, so a
 19 five-day suspension.

20 (b)(7)(C) Okay.

21 (b)(7)(C) Yeah. So my meeting with
 22 (b)(7)(C) must have been around the (b)(7)(C)

23 (b)(7)(C) Okay.

24 (b)(7)(C) Okay? I had that one meeting
 25 with her then. You know, and then I had a followup

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1 with her, "Hey, how are you feeling? Is everything
2 good? Any questions?" this and that. "Everything is
3 fine. No problems." Okay, great.

4 The day of the meeting (b)(7)(C) says, (b)(7)(C)
5 you're going to chair the meeting." And I'm like,
6 okay, this discipline had nothing to do with me.
7 Okay?

8 Now, I'm going to issue it to an employee
9 who knows I had nothing to do with it. I mean, that
10 makes no sense. She reports to (b)(7)(C) (b)(7)(C)
11 needs to do this. Oh, well, (b)(7)(C) is a new
12 supervisor. Well, how long is she going to be a new
13 supervisor for, really, you know? And we just go back
14 and forth on it, and I'm like, "Fine, I give up.
15 Fine, I'll do it." Okay?

16 So (b)(7)(C) comes up to L50, which is where we
17 hold most of our -- that's where we hold our
18 disciplinary meetings when we're going to suspend
19 somebody, because it's outside of the OCA, the Owner
20 Controlled Area, and it's easy to get the person
21 offsite from there.

22 So (b)(7)(C) a long-time Edison employee.
23 She knows if there's a meeting in L50 it is going to
24 be disciplinary. She walks in. The second she sees
25 me she has a panic attack, okay, because she knows

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1 (b)(7)(C) is there, something serious is going to happen.
2 She has a panic attack. I go into the employee
3 relations office, call the fire department.

4 The fire department comes and responds,
5 you know, try to calm her down. I call (b)(7)(C) and I'm
6 like, "Listen, she a complete panic attack when she
7 saw me. The fire department is up here." (b)(7)(C) is
8 like, "Just go in there and do it." I'm like, "All
9 right. Fine, (b)(7)(C) Bye." You know, click.

10 So the fire department -- I talk to the
11 fire chief or the senior fireman on site, and I was
12 like, "Listen, is she okay? This is what is about to
13 happen to her." He goes, "Yeah, she'll be all right.
14 Don't worry about it." He goes, "Go ahead and do your
15 thing."

16 I go in there and I tell her, "Listen,
17 you're being suspended," blah, blah, blah, whole
18 meeting. I handled the whole thing, everything was
19 fine. You know, she didn't have -- maybe a couple of
20 questions that I was able to answer, to it wasn't a
21 big deal. And that was the end of it. And literally,
22 that was the end of it. I never heard about that
23 situation again.

24 I'm sorry, wait. That happened the (b)(7)(C).
25 The next week (b)(7)(C) calls me into her office. You know,

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1 everything went fine that day, (b)(7)(C) never said
2 anything. Sometime the next week, before I go on
3 (b)(7)(C), I'm in (b)(7)(C) office and she says, "I thought
4 you -- I thought I told you to prepare (b)(7)(C) for
5 that meeting." I said, "I did. I met with her on
6 Wednesday before the meeting."

7 And she says, "Well, (b)(7)(C) says you
8 didn't prepare her at all, so you're lying to me."
9 And I said, "Wait." I said, "Why isn't (b)(7)(C) lying
10 to you?" You know? I said, "Why am I lying to you,
11 why isn't she lying to you?" "Well, I have known
12 (b)(7)(C) -- I have worked with (b)(7)(C) for years,"
13 blah, blah, blah. And if she says that, then that's
14 what happened.

15 And I'm like, "Okay, (b)(7)(C) I said, "What
16 I'm telling you is that I prepared her, you know?
17 There is -- obviously, I'm not going to be able to
18 change your mind, but I did prepare her." You know?
19 And that was basically the end of the meeting. I went
20 on (b)(7)(C), come back, and then I got terminated.

21 So that was the very last incident, but
22 that is what they used -- that's what they said at the
23 mediation as to why I got fired. I can prove to you,
24 if needed, that I was terminated for poor performance.
25 That's exactly what she said to me. What I said to

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1 you was verbatim, pretty much, what she said to me in
2 that meeting.

3 Now, here is some other factors. (b)(7)(C)
4 (b)(7)(C) who was an (b)(7)(C) she received (b)(7)(C)
5 (b)(7)(C) at her year-end (b)(7)(C) performance appraisal
6 and was put on a (b)(7)(C). Then, she received another (b)(7)(C)
7 (b)(7)(C) and continued on a (b)(7)(C) Okay?

8 (b)(7)(C) - he received -- he was put
9 on a -- he received an (b)(7)(C) and was put on a (b)(7)(C) prior
10 to going on an extended (b)(7)(C). Okay? When he
11 returned from his (b)(7)(C), he continued on his
12 (b)(5) and then asked to be (b)(7)(C)

13 (b)(7)(C) and they allowed it. Okay? So he was a
14 poor performer. Okay? He kept his job, though.

15 (b)(7)(C) - documented poor performer -- kept
16 her job.

17 (b)(7)(C) also received
18 a (b)(7)(C) and was put -- on a (b)(7)(C) and
19 was put on a (b)(7)(C).

20 Now, aside from that, I was going to give
21 a (b)(7)(C) to a manager that reported to me
22 named (b)(7)(C) Okay? I had
23 several issues with (b)(7)(C) performance at first, but
24 towards the end of -- like the last half of my
25 employment period there she actually turned around --

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1 she really did -- and our relationship improved
 2 significantly. But at the time, I was going to give
 3 her an (b)(7)(C) [redacted]
 4 (b)(7)(C) [redacted] directed me to change it to a (b)(7)(C) [redacted], the
 5 reason being she said, "We can't transfer her out of
 6 our division if she has an (b)(7)(C) [redacted]" If you have an (b)(7)(C) [redacted]
 7 the person stays, because you can't transfer your
 8 trash, basically. So she told me, change it to a (b)(7)(C) [redacted],
 9 so that we can transfer her out.

10 (b)(7)(C) [redacted] directed (b)(7)(C) [redacted] to change
 11 (b)(7)(C) [redacted] from an (b)(7)(C) [redacted]. She directed (b)(7)(C) [redacted] to change
 12 (b)(7)(C) [redacted] -- (b)(7)(C) [redacted] (b)(7)(C) [redacted] was going to give (b)(7)(C) [redacted] a (b)(7)(C) [redacted]
 13 (b)(7)(C) [redacted] because she was -- in (b)(7)(C) [redacted] mind, she was
 14 doing a good job. (b)(7)(C) [redacted] said, "No, leave her in an (b)(7)(C) [redacted]."
 15 And then, (b)(7)(C) [redacted] directed that manager (b)(7)(C) [redacted] to

16 change one of his employees from an (b)(7)(C) [redacted] to a (b)(7)(C) [redacted]

17 So she's got her hands in all this stuff.
 18 And if you say no to her, people know what happens.
 19 She has transferred several people out of her group,
 20 okay, that she doesn't -- she's got -- she's got a
 21 circle of people there that she definitely protects.
 22 Now, (b)(7)(C) [redacted] has been in that group for (b)(7)(C) [redacted] years.
 23 Okay? So she definitely has a circle. (b)(7)(C) [redacted]
 24 and (b)(7)(C) [redacted] are definitely in that circle.

25 And that's another thing. Both of those

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1 people reported to me. (b)(7)(C) did their performance
2 appraisals. And if you pull their performance
3 appraisals, they are perfect, not a single area of
4 development to be worked on. Right? But if you -- I
5 mean, if you listen to my statement -- and she has
6 said several times, "Well, (b)(7)(C) is a new
7 supervisor. She can't do that. She can't do this.
8 They are new." Right? But yet there is no area of
9 development on their PDPs.

10 And if you pull that and see that (b)(7)(C)
11 wrote them, gave them glowing remarks with no areas of
12 improvement, and then you can ask her, "Well, I
13 thought these were new supervisors. Are you telling
14 me they have no area for improvement?" That proves
15 she protects these people.

16 (b)(7)(C) is another one of those
17 people that she protects. (b)(7)(C) in a meeting
18 with (b)(7)(C) present, told a group of employees that --
19 and I quote -- "I am so loyal to (b)(7)(C) that if she asked
20 me to kill one of you I would." Everybody in the
21 meeting, from what I understand, just like -- it was
22 like the record skipped and they were like -- you
23 could hear like crickets chirping outside. What the
24 hell did she just say? (b)(7)(C) did absolutely nothing.
25 There was no disciplinary action taken.

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1 After that meeting, to make it better,
2 (b)(7)(C) calls her group of employees back together and
3 says, "Hey, I'm sorry. I didn't mean to say that I
4 would kill you. But if she asked me to break your
5 legs I would." Okay? (b)(7)(C) did no -- took no
6 disciplinary action against that woman. Okay?

7 Now, from what I understand, (b)(7)(C) has
8 asked to (b)(7)(C) okay? I think
9 that is B.S. I think she got (b)(7)(C) and
10 they just -- they are saying that. (b)(7)(C) they say,
11 asked to step down, right, but they're not calling it
12 a (b)(7)(C).

13 (b)(7)(C) legitimately asked to (b)(7)(C) but
14 they call that a (b)(7)(C). So it's like, I don't
15 know, she's got these -- there is just so many
16 inconsistencies and patterns in the things she does.
17 And then, after I told her that I was going to the NRC
18 on her, I mean, it just -- everything just got worse.
19 I mean, you know, so there is definitely an
20 inconsistency between terminating me for poor
21 performance or terminating me for trustworthiness.

22 So there's a lie there somewhere. I just
23 don't know who is telling it. But either way, I just
24 -- honestly, I don't know how she was able to convince
25 other people that I was that bad to be terminated, you

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1 know, when there is examples of other people in the
2 division -- oh, and (b)(7)(C) also -- there is also
3 evidence that (b)(7)(C) has lied to (b)(7)(C)

4 Okay. (b)(7)(C) lied to (b)(7)(C) and got caught
5 in a lie about that manager (b)(7)(C) So if you ask (b)(7)(C)
6 about it, he will tell you the whole story. And he
7 called (b)(7)(C) into (b)(7)(C) office when (b)(7)(C) said
8 something to him. (b)(7)(C) would normally take information
9 from the people in her group and then act on it
10 without substantiating it. So she did that to (b)(7)(C)
11 and (b)(7)(C) -- (b)(7)(C) did it to (b)(7)(C) and (b)(7)(C) was like, "No,
12 time out. Get (b)(7)(C) down here."

13 And (b)(7)(C) came in and he said, "Okay.
14 What's the truth?" And they vetted it out and
15 determined, yeah, she lied. But what happens to
16 (b)(7)(C) Does she get terminated? No.

17 All these people kept their jobs. The
18 legitimate poor performers kept their jobs. I mean,
19 I don't know. I definitely -- I try to look at this
20 from an unbiased position, but it's just -- it's
21 difficult for me, and I just -- I don't know. It's
22 just really hard to just understand how it happened.

23 (b)(7)(C) When you were
24 given your mid-year, was that the only evaluation you
25 had since you (b)(7)(C)

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1 (b)(7)(C) Correct. It was the only one.

2 (b)(7)(C) Okay. All right.

3 Is there anything else you want to add?

4 (b)(7)(C) Unless you need names, I guess
5 that's it. I think you have most of them, but --

6 (b)(7)(C) Yes, we --

7 (b)(7)(C) -- I can summarize it for you.

8 (b)(7)(C) Yes, we could do
9 some of that, and contact numbers, off the record.

10 (b)(7)(C) Okay. Here is what I -- what
11 I'm expecting is that she is going to provide you with
12 examples of performance issues, right, that I can
13 definitely refute. I wrote out -- you know, since you
14 contacted me, I sat and I brainstormed, and I wrote
15 out exactly what happened in many different
16 situations.

17 So I can refute a lot of it. But even --
18 you know, if you look at it holistically, and let's
19 assume that all of that stuff is true, it still
20 doesn't warrant a termination. There is no way that,
21 in my mind at least, that I can say this guy does it,
22 fine.

23 If all of this is true, and we know what
24 went on in his personal life, we know he got
25 handpicked for these projects, we know that he was a

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1 full-time employee there, you know, for her,
2 [REDACTED] Six months. And if he
3 really is a poor performer, he is going to fail, and
4 then you terminate him. If he really is a poor
5 performer, you are not going to make it through the
6 [REDACTED]. When he fails the [REDACTED] let him go, your hands
7 are clean, you know?

8 [REDACTED] Right.

9 [REDACTED] So that's kind of the sticking
10 point for me. I'm just like, I don't know how she
11 convinced those people, and it's just unfathomable.
12 I just don't get it.

13 [REDACTED] Okay. I mean, is
14 there anything else that you would tell me that you
15 haven't told me this afternoon or this morning?

16 [REDACTED] That she would tell you?

17 [REDACTED] No. You brought
18 up disciplinary action. If I were to talk to them,
19 they would talk about some type of issues that they
20 had with you. I mean, is there anything else that you
21 didn't tell me this morning that I should be aware of?

22 [REDACTED] I can't think of anything else.
23 I mean, I can -- I can break down examples of what I
24 think she might say, the examples she may give you of
25 poor performance and refute them right now for you.

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1 I don't know if I'll have an opportunity to meet with
2 you again afterwards.

3 (b)(7)(C) No. Why don't
4 you tell me right now.

5 (b)(7)(C) Well, I gave you the example of

6 (b)(7)(C)

7 (b)(7)(C) Right.

8 (b)(7)(C) That's going to be one that I'm
9 sure she will bring up. I gave you the example of

10 (b)(7)(C) I gave you the example of (b)(7)(C) where she
11 says I didn't prepare her, but I -- I know I did. And

12 (b)(7)(C) is one of those people that is in (b)(7)(C)
13 circle, so she'll -- she'll tell -- she'll say what

14 (b)(7)(C) wants her to say.

15 Was that -- there was an issue with -- oh,
16 you know what? There is something I forgot to tell
17 you. I'm glad I thought of it. All right. There was
18 an issue with my timecard where I called in to (b)(7)(C) and
19 it was an emergency situation. I had to take my cat
20 to the emergency room, all right?

21 So I told her, I said, "Listen, I've got
22 to bring my cat into the vet. She's -- it looks like
23 she's about to die." (b)(7)(C) was like, "Okay, fine." All
24 right. In doing that, I have a laptop with internet
25 access that the company provided. So I can work

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1 remotely, okay?

2 I worked for five hours that day, okay?
3 I'm a salary employee. If I work -- I don't have to
4 work a full day to get paid for the full day. I --
5 you know, I exchanged emails with her, I wrote emails
6 to other people, I did a lot of work that day, and I
7 did a lot of work on the procedure, actually, too.

8 So when I got back, the timecard -- it was
9 time for -- the pay period had ended, and we had to
10 update our timecards and (b)(7)(C) is like, "Well, you need
11 to put vacation in for that day." I told her, I said,
12 (b)(7)(C) I worked five hours, you know, from the laptop."
13 And she is like, "Well, no, you need to put vacation
14 in anyway. You still need to put vacation in."

15 I said, "Well, then, I'm getting credit
16 for that time, you know, so I'll put it down as
17 uncompensated hours." Right? So I put eight hours of
18 vacation and five hours of uncompensated time, but the
19 system wouldn't allow that, right?

20 So, you know, and it was difficult to get
21 hold of (b)(7)(C) I mean, she was never -- you know, she
22 was always doing something or just like, no, not now
23 type thing. So I walked over to the payroll clerk,
24 said, "Hey, help me understand this. This is what I
25 did. This is what I'm trying to do with the

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1 timesheet. It's not letting it happen."

2 So the payroll clerk kind of helped me
3 out, sent an email to me and cc'd (b)(7)(C) on it, and (b)(7)(C)
4 got all upset about that. And she said that wasn't
5 following her direction, and that that's poor judgment
6 for me to go talk to a payroll clerk.

7 The (b)(7)(C). I can go
8 talk to them if I want to. I had a question about how
9 to input this. I wasn't going to go to my manager
10 with that, right? Give me a break. If I went to my
11 manager for every problem, you know? So she used that
12 as another example of poor performance, and she is
13 going to tell you, "Well, he should have -- that was
14 poor judgment. He should have come and talked to me."
15 No, I shouldn't have. I mean, these are so minuscule
16 things that she put on there and that she is using
17 against me.

18 Now, here is another big one, another one
19 involving (b)(7)(C) (b)(7)(C) is the type of person who
20 says one thing -- (b)(7)(C) and (b)(7)(C) are exactly like
21 this. They will say one thing to your face, and then
22 they run and tell (b)(7)(C) something completely different.

23 (b)(7)(C) was working on a disciplinary
24 action for a girl named (b)(7)(C)
25 She was a (b)(7)(C)

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1 (b)(7)(C) found out that (b)(7)(C) had falsified her
2 timesheet when she was away at what we call this
3 Leadership Academy. It's a five-week course offsite
4 that all the employees go through.

5 (b)(7)(C) was putting time in that -- for hours
6 that she wasn't actually there, and (b)(7)(C) found out.
7 So she came in to talk to me about it, and I said,
8 okay, and -- well, she comes in and she says, "Well,
9 I want to suspend (b)(7)(C) for this." And I was like,
10 "Whoa, slow down. Slow down." I sit her down, I
11 said, "First of all, what's going on?" She goes,
12 "Well, I found out that she didn't attend Leadership
13 Academy, and she was putting on her timesheet."

14 I was like, "Well how did you find that
15 out?" She goes, "Oh, well, such-and-such told me."
16 And I was like, "Well, have you confirmed that?" And
17 she goes, "Well, what do you mean?" And I was like,
18 "Did you get sign-in sheets? Did you talk to people
19 at the Leadership Academy? What did you do to confirm
20 this?"

21 And she goes, "Oh, well, I didn't do that
22 yet." And I said, "Okay. This is what you need to
23 do. Confirm the information you got before you
24 recommend disciplinary action." Okay? "The next
25 thing you're going to do is tell me what other

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1 disciplinary action she has received in the last six
2 months, last year." She goes, "Well, I don't know."

3 And I said, "So you haven't pulled her
4 employee file yet." She goes, "No." I said, "Well,
5 that's something else you're going to consider, okay,
6 because before you make a decision on an end result
7 you need to have all your facts lined up. You need to
8 know if she did this two or three times before and got
9 in trouble for it, because now we're not talking
10 suspension.

11 "You need to know if she has got letters
12 of recommendation in there and no other disciplinary
13 action, and this is an anomaly. In that case, we ask
14 the employee, 'What is going on in your personal life?
15 Is there something you need to tell us? Because this
16 isn't like you.' Do you see what I'm doing, (b)(7)(C) "
17 So I'm trying to -- like I'm coaching her through it.

18 And (b)(7)(C) -- I mean, she was accepting
19 it, but you could tell she was a little upset because
20 she thought she was going to walk in, me sign off on
21 a suspension, done deal. Okay? So now I'm creating

22 work for (b)(7)(C)

23 (b)(7)(C) at some point goes to (b)(7)(C) and I
24 don't know where the conversation got to this point,

25 but she goes to (b)(7)(C) and tells (b)(7)(C) that I'm pushing

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1 back and I'm delaying the whole thing, you know, and
2 (b)(7)(C) calls -- (b)(7)(C) talks to me and says that (b)(7)(C)
3 says that you are pushing back on the disciplinary
4 action for (b)(7)(C) because you are trying to protect
5 (b)(7)(C) because you guys have a friendship."

6 And I'm like, "Where the hell did that
7 come from?" You know, that -- where did that come
8 from, you know? And she's like, "Well, that's what
9 she said." And like (b)(7)(C) takes that as gospel, like
10 that's the fact. And there's nothing I can say at
11 this point.

12 And I'm like, "No, this is what I'm
13 doing," and I laid out every step of it. And (b)(7)(C) is
14 like, "Well, it needs to move along a lot quicker,"
15 and I said, "It's moving along as quick as (b)(7)(C)
16 does it. This is her job. You know, I'll hold her
17 accountable for it. But you telling me that I'm
18 delaying it, that's just ridiculous."

19 Again, this is all after the NRC incident.
20 And there's nothing -- I mean, I can't get through at
21 all. You would think that there would be a little bit
22 of understanding, "Okay, (b)(7)(C) I get it. I see what
23 you did." No. It was, "You're wrong, you're wrong,
24 you're wrong," and I'm just like, "Okay, fine." So
25 that incident is probably going to come up.

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1 And then, there was another incident where
2 we had an employee -- I can't remember her name right
3 now, it will probably hit me later tonight. We had an
4 employee transfer over -- or was awarded a job from
5 another work group in Edison. This employee was about
6 to be disciplined at her old work group for misuse of
7 company computers, okay? They had like a thousand
8 pages of transcripts of her just like texting people
9 and stuff like that online.

10 So now she comes over to -- she is in my
11 work group, and the investigators contact us and say,
12 "Okay. You guys need to carry out this discipline,"
13 and I'm like, "Time out." I said, "I'm not issuing
14 discipline to somebody for an incident I know nothing
15 about."

16 I said, "You need to fill me in, tell me
17 what's going on, and I need ER and the Law Department
18 to say, 'Yes, this is legit, and you are going to
19 follow through with this discipline,'" because the
20 disciplinary process at SONGS are unique from anywhere
21 else. Okay?

22 So (b)(7)
(C) is asking me, "Hey, what's going
23 on?" And I updated her. I said, "Hey, I went to
24 employee relations, talked to (b)(7)(C) You
25 already have her name. (b)(7)(C) was trying to get

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1 concurrence from the Law Department, was trying to get
2 the green light from the Law Department for me to
3 carry this out.

4 I never got that back. I called her
5 several times, and I kept telling (b)(7)
(C) "They are not
6 responding. I'm not going to do this without that
7 green light, because then it is going to come back and
8 bite me in the ass later," right? Later on -- "I do
9 this and then later on you're going to use it as an
10 example of poor judgment, because I didn't wait to get
11 the green light from Law." You know, so either way --
12 it's a catch 22, I'm going to lose either way.

13 So she is going to tell you that, "Hey,
14 you know what, he should have carried out this
15 disciplinary action, he never did." Well, I didn't
16 because I never got the green light from the Law
17 Department, and to this day I still wouldn't have
18 carried it out without that authorization. You just
19 don't.

20 And I contacted (b)(7)(C) multiple times,
21 but she never got back to me. So those -- that's
22 pretty much everything that I can think of. And I'm
23 sure if there's something I didn't, I'm not omitting
24 it for reasons of trying to, you know, mislead you.
25 I just --

(b)(7)(C)

Understood.

Okay. All right. (b)(7)(C) have I or any other NRC representative threatened you in any manner or offered you any rewards in return for this statement?

(b)(7)(C)

No, you have not.

(b)(7)(C)

Have you given this statement freely and voluntarily?

(b)(7)(C)

I have.

(b)(7)(C)

Is there any issue or topic of a specific nature that was not addressed that is relevant to this investigation?

(b)(7)(C)

There is not.

(b)(7)(C)

At this time, the interview will be concluded. The time is approximately 12:05 p.m.

(Whereupon, at 12:05 p.m., the interview was concluded.)

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CERTIFICATE

This is to certify that the attached proceedings before the United States Nuclear Regulatory Commission in the matter of:

Name of Proceeding: Interview of

(b)(7)(C)

Docket Number: 4-2011-059

Location: Oceanside, California

were held as herein appears, and that this is the original transcript thereof for the file of the United States Nuclear Regulatory Commission taken by me and, thereafter reduced to typewriting by me or under the direction of the court reporting company, and that the transcript is a true and accurate record of the foregoing proceedings as recorded on tape(s) provided by the NRC.

(b)(7)(C)

Official Transcriber
Neal R. Gross & Co., Inc.