MAR 1 1 1994

Mr. Tim Guilfoil Sonalysts, Inc. 215 Parkway North P.O. Box 280 Waterford, Connecticut 06358

Dear Mr. Guilfoil:

Enclosed for your review is the summary of the Contractor Examiner Evaluations (Form ES-501-3) and Operating Test Audits (Form ES-501-5) from the first quarter of fiscal year 1994. If you have any questions, please contact Brian Hughes, Technical Monitor for Sonalysts Inc., at (301) 504-1096.

Sincerely,

Original signed by: Robert M. Gallo

Robert M. Gallo, Chief Operator Licensing Branch Division of Reactor Controls and Human Factors Office of Nuclear Reactor Regulation

2 3/10

Enclosure: As stated

DISTRIBUTION: HOLB R/F Central Files Public Document Room JRobertson *See previous concurrence

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RETURN TO REGULATORY CENTRAL FILES

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UNITED STATES NUCLEAR REGULATORY COMMISSION

WASHINGTON, D.C. 20555-0001

MAR 1 1 1994

Mr. Tim Guilfoil Sonalysts, Inc. 215 Parkway North P.O. Box 280 Waterford, Connecticut 06358

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Robert M. Gallo, Chief Operator Licensing Branch Division of Reactor Controls and Human Factors Office of Nuclear Reactor Regulation

Enclosure: As stated

ENCLOSURE

QUARTERLY SUMMARY OF CONTRACTOR EXAMINER PERFORMANCE BY SONALYSTS

The following is a summary of the contractor examiner evaluations received during the first quarter of Fiscal Year 1994.

INITIAL EXAMINATIONS

1.4

Write/develop written examinations, simulator scenario sets and JPM sets.

The majority of the comments received in this area indicate that Sonalysts examiners provided high quality examination material. However, your attention is directed to the following examinations:

Negative comments were received regarding the written examination for the North Anna examination (Task S-210) because the unreviewed examination was mistakenly reproduced and administered instead of the examination intended.

A stop work order was issued on the University of Michigan initial examination (Task S-218). The stop work order was issued since 31 of 60 questions required modification and 13 were deleted and replaced.

Administer written and operating examinations and JPMs.

Several comments were received which emphasized the high degree of professionalism exhibited by Sonalysts examiners. The examiner's technical knowledge and cognizance of the Examiner Standards were commented on as a contributing factor to the success of several examinations.

Grade/Document written and operating examinations and JPMs.

Negative comments were received on the North Anna documentation of the simulator portion of the operating examination. The examiner used the Reactor Operator grading competency sheet instead of the Senior Reactor Operator grading competency sheet.

Review/QA the grading of written and operating examinations and JPMs.

Both the North Anna (Task S-210) and the University of Michigan (Task S-218) examinations indicate deficiencies in the management oversight of the written examination QA process. All other efforts were in compliance with the appropriate sections of the Examiner Standards.

REQUALIFICATION EXAMINATIONS AND OPERATING EVALUATIONS

Review, write or modify, written examinations, simulator scenario sets and JPM sets.

There were no efforts in this area during this quarter.

Administer written and simulator examinations and JPMs.

There were no efforts in this area during this quarter.

Grade/Document written and operating examinations and JPMs.

There were no efforts in this area during this quarter.

Review/QA the grading of written and operating examinations and JPMs.

There were no efforts in this area during this quarter.

Listed below are the examinations for which contractor evaluations were received during the first quarter of fiscal year 1994.

Facility	<u>Exam Type</u>	Exam Dates
North Anna	Initial	10/08/93
Farley	Initial	10/19/93
Nine Mile Point	Initial	11/16/93
University of Michigan	Initial	12/07/93
Salem	Initial	12/13/93

CONTRACT EXAMINER EVALUATION

- 1. Examination Information: Facility: North Anna Power Station Exam Type: Initial Examination Dates: October 8 - 15, 1993 Examination Report No. 50-338/93-301 Number of Candidates: <u>6</u> ROs <u>8</u> SROs Date Written Examination Received by Regional Reviewer: September 10, 1993 Date Simulator Scenarios Received by Regional Reviewer: Not Applicable Date All Graded Examinations Received by Region: October 25, 1993
- 2. Examiner Information:

Name	Contractor	Level of Effort
B. C. Haagensen	Sonalysts, In	c. Administered and graded 3 operating examinations
D. W. Lane	Sonalysts, In	Developed and graded RO/SRO written examin- ations, developed 3 JPM sets with prescripted Section A questions, administered and graded 4 operating examinations
W. F. McGonegal	Sonalysts, Ind	Developed, administered and graded RO/SRO written examinations, administered and graded 4 operating examinations

3. Evaluation: For each activity listed below indicate whether the contractor's performance was in compliance with the appropriate sections of the Examiner's Standards (Yes/No). Use N/A when warranted. Justify all responses of "No" in the comments section. Negative comments should include the deficiency and the associated requirement (Examiner Standard, NUREG/BR-0122, etc.) that the contractor failed to meet. Contract Examiner Evaluation

Activity	Written Exam	Simulator <u>Scenarios</u>	JPMs/ Walkthrough
Write and Prepare	NO	N/A	YES
On Site Preparation	YES	YES	YES
Administer	YES	YES	YES
Grade/Document	NO	NO	NO
Review/QA	NO	NO	NO

4. Audit of Examiners: List all examiners that were audited and whether or not they conformed with guidance in the Examiner Standards for the areas evaluated during the audit. Attach a copy of the Form 308. Denote the reasons for any negative ratings in the comment section below or on the Form 308. All negative comments should refer to pertinent guidance for examination administration.

	Simulator	Walkthrough	
Name	ES Conformance	ES Conformance	Type of Candidate

No examiners were audited during this examination.

5. Comments:

Overall, the contract examiners were very accommodating, competent, and committed to doing a good job. However, the deficiencies identified below are quite significant and cannot be overlooked. These errors are very uncharacteristic of Region II's experience with this contractor organization and they could be isolated events. However, Headquarters may want to investigate whether a more generic problem exists.

<u>Write and Prepare Written Exam</u>: The contractor failed to incorporate all comments and corrections identified by the Region and the licensee into the RO and SRO written examinations that were taken to the site. Apparently, during production of the hard copy exams, the written exam computer file with the unreviewed exam was mixed together with the computer file containing the corrected exam. As a result, the test was administered with potentially eight invalid questions (six on the RO and five on the SRO exam with overlap between the two) contrary to the requirements of ES-401.C. Grade/Document Written Exam: The contractor's postexam review, of the eight problem questions addressed above, determined that two RO and one SRO questions were not valid. The Chief Examiner determined that an additional SRO question was not valid, as specified in ES-401.C, and regrading of all SRO exams by the Region was required. This problem did not affect any pass/fail decisions.

Grade/Document Simulator Scenarios: One contractor who examined an SRO, graded and documented the candidate's performance on an RO Integrated Plant Operations (Simulator Test) Grading Summary competency sheet (page 3.a of Form ES-303-1) vice an SRO competency sheet. This problem did not affect any pass/fail decisions.

Grade/Document JPMs/Walkthroughs: One contractor evaluated an RO candidate as unsatisfactory on the prescripted questions following a JPM. ES-303.C.2.b requires that an unsatisfactory rating on either the JPM or the prescripted questions requires that a grade of unsatisfactory be given for the system. The contractor incorrectly gave the applicant a grade of satisfactory for the system. This problem did not affect any pass/fail decisions.

Review/QA Written Exam/Simulator Scenarios/JPMs: All of the above problems were identified by either the licensee (written question problems) or the Chief Examiner (all others) and not by the contractor's review/QA process. While the grading/documentation problems did not affect any pass/fail decisions, they should not have been present on the final documentation sent to the region and a good contractor review/QA process should have identified and corrected all of these problems before leaving their office.

Chief Examiner: Michael E Eater for DCPayor Ulistas Date

Section Chief: Michael E. E. Lawyer, Chief

Operator Licensing Section Operations Branch Division of Reactor Safety

Date

CONTRACT EXAMINER EVALUATION

1. Examination Information:

Facility: Farley Nuclear PlantExam Type: (Initial)Examination Date(s): October 5-7, and October 19-21, 1993Examination Report No. 50-348/93-301Number of Candidates: 3 ROs 5 SROsDate Written Examination Received by Regional Reviewer: September 27, 1993Date Simulator Scenarios Received by Regional Reviewer: September 27, 1993Date All Graded Examinations Received by Region: November 5, 1993

2. Examiner Information:

Name	Contractor	Level of Effort
Tim Guilfoil	Sonalysts	Administered and graded 3 operating examinations in accordance with task 6 of Task Order S-211, developed 3 JPM sets in accordance with task 3 of Task Order S-211, QA and administered the written examination in accordance with task 1 of Task Order S-211
Gary Weale	Sonalysts	Administered and graded 2 operating examinations in accordance with task 6 of Task Order S-211, Wrote, graded and administered the RO and SRO written examination in accordance with task 1 of Task Order S-211
Mike Stein	Sonalysts	Wrote 3 simulator scenarios in accordance with task 3 of Task Order S-211

Contract Examiner Evaluation

3. Evaluation: For each activity listed below indicate whether the contractor's performance was in compliance with the appropriate sections of the Examiner's Standards (Yes/No). Use N/A when warranted. Justify all responses of "No" in the comments section. Negative comments should include the deficiency and the associated requirement (Examiner Standard, NUREG/BR-0122, etc.) that the contractor failed to meet.

Activity	Written Exam	Simulator Scenarios	JPMs/ Walkthrough
Write and Prepare	YES	YES	YES
On Site Preparation	YES	YES	YES
Administer	YES	YES	YES
Grade/Document	YES	YES	YES
Review/QA	YES	YES	YES

4. Audit of Examiners: List all examiners that were audited and whether or not they conformed with guidance in the Examiner Standards for the areas evaluated during the audit. Attach a copy of the Form 308. Denote the reasons for any negative ratings in the comment section below or on the Form 308. All negative comments should refer to pertinent guidance for examination administration.

	Name	Simulator ES Conformance	Walkthrough ES Conformance	Type of Candidate
N/A				nin Malfa vii eessa kunin anabaa kujalaa kunin jira daaliy

5. Comments: While on site, Mr. Tim Guilfoil and Mr. Gary Weale conducted themselves in a professional manner at all times. Tim and Gary completed all their assigned tasks satisfactorily. These tasks included writing and validating 13 JPMs, three active simulator scenarios and the RO/SRO written examination during the examination Prep week. Their expertise and keen sense of awareness helped lead to the identification of two IFIs. One was in the area of procedures and the other was in the area of main control board labeling. Mike Stein developed 3 simulator scenarios that required very little modification during the examination prep week.

Contract Examiner Evaluation

6. Task Order Comparison

The following are items allowed by the task order and those hours actually performed by the contractor.

1249UnknownRO/SRO Written Exam Prep12416Written Administration118UnknownWritten Examination Grading335UnknownSimulacor Scenario Prep3164UnknownDevelop JPM sets W/prescripted Sec A6480Op Test Prep-Rev JPM Set Devel by R II660UnknownOp Test Admin-Review636UnknownOp Test Grading1122Exit Briefing148UnknownTravel112060On Site Pre-exam Plant W/T	TASK	ALLOWED	ACTUAL	DESCRIPTION	
118UnknownWritten Examination Grading335UnknownSimulacor Scenario Prep3164UnknownDevelop JPM sets W/prescripted Sec A6480Op Test Prep-Rev JPM Set Devel by R II660UnknownOp Test Admin-Review636UnknownOp Test Grading1122Exit Briefing148UnknownTravel	1	249	Unknown	RO/SRO Written Exam Prep	
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1 12 2 Exit Briefing 1 48 Unknown Travel	6	60	Unknown	Op Test Admin-Review	
1 48 Unknown Travel	6	36	Unknown	Op Test Grading	
	1	12	2	Exit Briefing	
1 120 60 On Site Pre-exam Plant W/T	1	48	Unknown	Travel	
	1	120	60	On Site Pre-exam Plant W/T	

Revised Total Professional Staff Hours (PSH) 78 + Unknowns

Chief Examiner:

Ronald F. Aiello

Section Chief:

Lawrence L. Lawyer, Chief Operator Licensing Section Operations Branch Division of Reactor Safety

Date

3

ES-50	01 C	ontract Examiner Evaluation	Form ES-501-3
1.	Examination Informat	ion:	
	Facility/Unit Nume	Wile Pt. Examination	Type Initial
	Examination Date(s)	11 10 - 19 /93 No. of Appl	icants Z ROs 4 SROs
	Date written examina	tion received by regional r	eviewer
	Date simulator scena	rios received by regional r	eviewer <u>NA</u>
	Date all graded exam	inations received by region	12/1/93
2.	Examiner Information		
	NAME	CONTRACTOR	LEVEL OF EFFORT
	Richard Miller	Sonallysts	Woke + graded wor Hen exa
			prepared 1.5 JPM suts + 1
			idministered Zoperating test
	David adland	Sonalysts	administered Z greatly &
	Evaluation: For each	activity listed below, ind	

Evaluation: For each activity listed below, indicate whether the contractor's performance met the appropriate sections of the Examiner Standards (Yes, No, or N/A). Justify all responses of "No" in the comments section. Negative comments should include the deficiency and the associated requirement (Examiner Standard, NUREG/BR-0122, etc.) that the contractor failed to meet.

ACTIVITY	WRITTEN EXAM	SIMULATOR SCENARIOS	JPMs/ WALK-THROUGH
Write and prepare	Yes	NA	Yes
Onsite preparation	Yes	Yes	Yes
Administer	Yes	Yes	Yes
Grade and document	Yes	Yes	Yes
Review and quality assurance checks	Yes	ACI	NA

Examiner Standards

Rev. 7, January 1993

ES-501 2 Form ES-501-3 Audit of Examiners: List examiners that were audited and whether or not 4. they conformed with guidance in the Examiner Standards (ES) for the areas evaluated during the audit. Attach a copy of the "Operating Test Audit Form." Note the reasons for any negative ratings in the comment section below or on the audit form. All negative comments should refer to pertinent guidance on examination administration. SIMULATOR WALK-THROUGH TYPE OF ES CONFORMANCE APPLICANT NAME ES CONFORMANCE NA 5. Comments (attach additional sheets if necessary): See attached Coverall + individual report) Form Completed By Chief Examiner Section Chief Rev. 7, January 1993 Examiner Standards

CONTRACT EXAMINER EVALUATION

Written Examination Preparation

The examinations that were submitted consisted of almost all new questions that discriminated between safe and unsafe operators. A high percentage of the questions were at the higher levels of knowledge (comprehension and analysis). The initial submittal required revision to correct some technical problems, increase the level of knowledge of some questions, and correct some deficiencies in the test outlines. Incorporation of Region I and facility pre-exam review comments was done promptly and accurately.

JPM/Walkthrough Preparation

The test outline that was initially submitted did not contain any low power/shutdown tasks and contained too many alternate path JPMs. The JPMs were prepared prior to submitting the test outline for review. The Chief Examiner developed two test outlines using most of the JPMs selected by the contractor supplemented with JPMs selected based on Examiner Standard requirements and plant specific needs. The number of applicants and the examiners' experience with the facility did not warrant a separate preparation week for validation. The JPMs that were presented for validation were not of the quality expected for administration of examinations without a preparation week. The JPMs and questions that were administered were discriminating; however, significant revision was required prior to and following validation. As a result of a change in the number of applicants, the contractor accepted an assignment to prepare an additional five JPMs late in the preparation process. The JPMs that were added to the task order late in the process required the most significant revisions.

Operating Test Documentation

The operating test documentation submitted by the contractor met the requirements of the Examiners Standards. Revisions had to be made to clarify some comments and ensure consistency with other applicants. The majority of these changes consisted of lowering grades on the competency rating factors in section C from 3.0 to 2.0.

LOLB-MC-170 ATTACHHENT 2 11/01/91

U. S. NUCLEAR REGULATORY CONDESSION

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B. CONTROL BOOM SYSTEMS (ES-301/6.2)	X	for the second second	2. KORONELEDGE OF FACILITY/SYSTELIS/PROCEDURES		dermensione
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EXAMINER AUDIT - RICHARD MILLER, SONALYST, NOVEMBER 17-19, 1993

1. Scope of Review

This audit is based on an observations of Rich Miller's operating test to a Senior Reactor Instant (SRO-I) applicant on November 17-19, 1993 at the NMP-1 facility. This audit also included observations on the grading and documentation of the individual as reflected in the individual examination report. The criteria used were the Examiner Standards (NUREG 1021, Revision 7).

2. Examination Preparation (Rating Factors 1 and 2)

Overall, the JPM set used reflected an excellent self preparation on site specific procedures and a good working knowledge of the examination process in the interest of exam validity and reliability.

His thorough self preparation was also reflected in his nonprescripted followup questions exhibited during the administration of the examination.

In addressing the level or depth of knowledge tested, his JPM questions for the set administered to this applicant could be characterized as mostly comprehensive with some good high level application and analysis type questions along with some isolated memory level questions. The standards reiterate that memory level questions shall not appear in an open reference (requalification) examinations. The same principle applies in initial exams.

3. Examination Administration (Rating Factors 2 and 3)

With respect to the administration of the operating test, Rich ensured the examination plan was properly implemented. Some good initiatives were also noted.

He diligently made observations during the operating test

He paid considerable attention to candidate verifications and actions.

He took the initiative to frequently repeat back applicant answers to assure accuracy of his note-taking.

Followup questioning was appropriate for the circumstances and the level of the candidate. This also reflected his considerable experience in this area and inquisitiveness on the applicant's performance.

EXAMINER AUDIT - RICHARD MILLER, SONALYST (cont'd)

There was limited monitoring of phone communications between his applicant and the simulator operator during the simulator portion of the operating test. This was partly due to limited spare phones in the simulator.

At the beginning of the simulator JPMs, Rich used the op test prebriefing form that was copied from the ES on one side only for double-sided pages. The missing side had the topics specific to the walkthrough portion of the operating test. As a result, the applicant was briefed on these specific areas from Rich's memory. Because of his experience and training, Rich effectively remembered those topics and appropriately briefed the applicant. At the beginning of the in-plant JPMs he used the appropriate forms once the problem was brought to his attention by the auditor.

He exhibited a good regard for examination security and he was protective of his notes.

4. Examiner's Demeanor (Rating Factor 4)

Rich's professionalism and demeanor were outstanding. Overall, he represented the agency in an outstanding manner.

He was very straight faced and showed very little physical response or facial expression during the course of the examination process or questioning.

The flow of the examination went very smoothly.

5. Grading and Documentation (Rating Factors 3 and 5)

Overall, Rich ensured the objective grading for his candidates.

His comments on the individual examination report for this candidate reflected his keen eye and inquisitiveness on observing operator performance.

His was effective in resolving regional supervisory comments on all of the individual reports.

Rich used Revision 6 of the ES QA forms for the pre and post examination reviews for the written examination. The current and applicable revision was Revision 7. Nothing substantial was missed as a result of the use of the different form.

CONTRACT EXAMINER EVALUATION						
Examinatio	n Information					
Paeliny: Univ. of Michigan	Univ. of Michigan Examination Type: Initial Written Examination					
Exami Date: 12/07/93	# ROs: 2		# SROs: 2			
Date Written Examination received by Chief Examiner: 11/9/93				11/9/93		
Date Simulator Scenarios received by Chief Examiner:			N/A			
Date all graded Examinations received by Chief Examiner:			N/A			
Examiner Information						
Name: Colin Carroll	Contractor: SON	Lewf of Effort: Develop a Written Examination				
Eval	luation		Convertication	anton konstru "antor anaton sa anton		
For each activity listed below, indicate whether the contractor's performance was in compliance with the appropriate sections of the Examiner's Standards (Yes, No or N/A). Justify all responses of "NO" in the comments section. Negative comments should include the deficiency and the associated requirement (Examiner Standard, NUREG/BR-0122, etc.) that the contractor failed to meet.						
ACTIVITY	WRITTEN EXAMINATION	SIMULAT SCENARI	Concession of the second se	JPM WALK- THROUGH		
Write and prepare	No	N/A	1	N/A		
On site preparation	N/A	N/A	1	N/A		
Administer	N/A	N/A	1	N/A		
Grade Document	N/A	N/A		N/A		

Mr. Colin Carrol was tasked with developing a written examination to be Comments: administered at the University of Michigan. This examination was also to be used by the Chief Examiner to evaluate Mr. Carrol's ability to develop a quality exam for Non-Power reactors. Out of the 60 questions submitted for review, 31 required modification and 13 were to be deleted and replaced. At the time of the exam review, three weeks prior to the exam date, Mr. Carroll was in Russia and, upon his return, went to Chattanooga TN (TTC) for a week of training. Due to the excessive number of questions requiring correction/replacement, the unavailability of Colin Carroll, and the time contraints to administer the examination, the NRC staff decided to issue a stop work order on this task.

Form Completed by:

Chief Examiner:

Section Chief:

Date: _2/7/94 Date: $\frac{2/2}{94}$ Date: $\frac{2}{2}/2/94$ James I. Caldwell

xamination Inform	nation:		
xamination Date(ate written exam ate simulator sco	s) <u>Dec 13-17,19</u> ination receive enarios receive	94 No. of Appl d by regional r d by regional r	eviewer <u>NA</u> eviewer <u>11/30/93</u>
	ion: <u>C</u>	ONTRACTOR	LEVEL OF EFFORT Scenarios (3+ JPMS (1set
X S S	ate written exami ate simulator sce ate all graded ex caminer Informati <u>NAME</u> h. Weale	ate written examination receive ate simulator scenarios receive ate all graded examinations rec <u>caminer Information</u> : <u>NAME</u> <u>C</u> h.Weale <u>S</u>	NAME CONTRACTOR Songlyst

Evaluation: For each activity listed below, indicate whether the contractor's performance met the appropriate sections of the Examiner Standards (Yes, No, or N/A). Justify all responses of "No" in the comments section. Negative comments should include the deficiency and the associated requirement (Examiner Standard, NUREG/BR-0122, etc.) that the contractor failed to meet.

ACTIVITY	WRITTEN EXAM	SIMULATOR SCENARIOS	JPMs/ WALK-THROUGH
Write and prepare	NA	Yes	Yes
Onsite preparation	NA	Yes	tes
Administer	NA	105	Yes
Grade and document	NA	Yes	Yes
Review and quality assurance checks	NA	Yes	Yes

Examiner Standards

Rev. 7, January 1993

ES-501 2 Form ES-501-3 Audit of Examiners: List examiners that were audited and whether or not 4. they conformed with guidance in the Examiner Standards (ES) for the areas evaluated during the audit. Attach a copy of the "Operating Test Audit Form." Note the reasons for any negative ratings in the comment section below or on the audit form. All negative comments should refer to pertinent guidance on examination administration. SIMULATOR WALK-THROUGH TYPE OF NAME ES CONFORMANCE ES CONFORMANCE APPLICANT Comments (attach additional sheets if necessary): 5. Tim + Gzry Zo usuzi, provided a quality product in a timely monner. They presented themselves in & professional manner throughout the exam process. They also attended the meeting on 12/17/93 in which they provided pertenent information in regard to candidates pertormance. PRU! H. DISSETT 2 28 Form Completed By and Hours al 12/28/9 Chief Examiner Section Chief Examiner Standards 24 of 24 Rev. 7, January 1993

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