



UNITED STATES  
NUCLEAR REGULATORY COMMISSION  
OFFICE OF INVESTIGATIONS FIELD OFFICE, REGION I  
631 PARK AVENUE  
KING OF PRUSSIA, PENNSYLVANIA 19406

REPORT OF INVESTIGATION

TITLE: Three Mile Island Unit I/Alleged Compromise of Pre-employment  
Psychological Examinations

SUPPLEMENTAL: Docket No. 50-289

DATE: February 25, 1983

CASE NUMBER: 1-83-003

REPORTING OFFICE: Office of Investigations  
Field Office, Region I (OI:RI)

STATUS: CLOSED

PERIOD OF INVESTIGATION: January 25, 1983 through February 11, 1983

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## SUMMARY

An investigation was initiated on January 25, 1983 to investigate the validity of an allegation made by a former candidate for employment for General Public Utilities Nuclear (GPUN) at Three Mile Island (TMI) Nuclear Generating Station Unit 1. This individual, who was being considered for a position as an Engineer I in Start-Up and Test at TMI Unit 1, alleged that in June 1982, after failing to pass a required written pre-employment psychological examination, he was contacted by an employment counselor from Main Line Personnel Service, Inc., (MLPS), of Bala Cynwyd, PA, which is a private personnel recruiting firm. According to the alleged, the employment counselor provided him with the questions and answers he would need to successfully pass a "retest" of the psychological exam. The employment counselor, the alleged reported, boasted these questions and answers were provided to the personnel firm by an unidentified individual from the personnel office within GPUN. The alleged asserted that because of this "coaching" he lied to the examining psychologist during the retest which resulted in his passing the second test and being offered a position at TMI Unit 1 as a Start-Up and Test Engineer.

Subsequent investigation determined that the pre-employment psychological screening examination is required by the TMI Security Plan and that this screening process is performed by Corporate Stress Control, Inc. of New York City on a contract basis.

Interviews of the examining psychologist, members of the GPUN Personnel Office, the Start-Up and Test Group, and employment counselors for MLPS coupled with a review of the examination questions failed to develop any evidence to corroborate the alleged's assertions. Specifically, the examining psychologist denied providing detailed information regarding the alleged's test results to anyone from GPUN personnel, and denied any contact with MLPS representatives. During an indepth interview, the GPUN Personnel Officer involved in the recruitment and processing of the alleged denied ever receiving detailed information about the alleged's psychological test results and then passing the information onto anyone at MLPS. Similarly, the named individuals at MLPS denied receipt of such information, and denied having the capability to prepare a client for the psychological testing. During the interview of the President and Chief Operating Officer for Stress Control, Inc., he stated that the nature of the psychological tests are such that they cannot be compromised. Additional interviews of other individuals currently employed at TMI who were required to take a "retest" as well as individuals who were hired by GPUN through MLPS failed to disclose any improprieties in the pre-employment psychological testing program.

DETAILS

Purpose of Investigation

The purpose of this investigation was to determine the validity of an allegation made by a former candidate for employment in the Start-Up and Test Group at TMI Unit I who alleged that after failing a required written pre-employment psycho-logical examination, he was contacted by a private personnel recruiting firm that provided him with the questions and answers he would need to pass a "retest" of the psychological exam. The individual alleged that the questions and answers were provided to the personnel firm by an unidentified individual from GPUN and as a result, he successfully passed the "retest" and was offered employment as an engineer at TMI Unit I.

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Background

This investigation was initiated at the request of Mr. Ronald Haynes, Regional Administrator, NRC Region I after being advised that a former candidate for employment as an Engineer I, Start-Up and Test at TMI Unit I alleged that after failing a written pre-employment psychological examination which is required by the TMI Security Plan, he was contacted by a private personnel firm (MLPS) that provided him with the questions and answers he would need to successfully pass a "retest". These questions and answers were alleged to have been provided to the personnel firm by an unidentified individual from GPUN. The alleged asserted that as a result of this "coaching", he lied to the examining psychologist during the retest resulting in his passing the "retest" and being offered a position as an engineer at TMI Unit I.

Applicable Regulatory Requirements

The regulatory basis for this investigation is derived from Chapter 1, Paragraph 8 of the licensee's Physical Security Plan. Paragraph 8, entitled "Employee Screening for the TMI Nuclear Station," states in part:

"All persons hired after August 23, 1978 who will be assigned to the TMI Nuclear Station, or who will require frequent access to the station, will be given a psychological examination."

Additionally, Paragraph 10 of Chapter 1 requires that the company Personnel Department assure that the screening requirements in Paragraph 8 be met and that the Personnel Department furnish the TMI Security Supervisor with a certification covering personnel screened for unescorted access.

Interview of Allegor

Thomas QUINN was interviewed on January 28, 1983 by OI:RI Investigators R. Keith CHRISTOPHER and Peter CONNOLLY. Present during the interview at QUINN's request was his personal attorney, John J. KILCOYNE. In a sworn statement (Attachment 1 pertains), QUINN advised that in May 1982, while working as an Engineer for the CertainTeed Corp. in Blue Bell, PA, he became a candidate for employment with GPUN as an Engineer I, Start-Up and Test, at TMI Unit I. QUINN alleged that after failing a written pre-employment psychological examination on May 27, 1982, he was contacted by an individual he identified as John EVANS, a personnel recruiter for MLPS in Bala Cynwyd, PA. He alleged that EVANS told him "I have a very good friend in the personnel office at GPU Nuclear who gave me the results of your psychological test." QUINN continued that EVANS said this GPUN contact had given him (EVANS) the specific areas that he (QUINN) had failed on the test and the answers he would need to give during the retest in order to pass.

QUINN asserted that as a result of this "coaching," he lied to the examining psychologist during the retest regarding the questions related to resistance to regulations, other job related accidents and borrowing of company tools which EVANS had discussed with him previously. During the retest, which was administered on June 7, 1982, he alleged that this examining psychologist changed the answers to the above questions in one of the examination booklets. QUINN further stated that the psychologist changed additional answers during the retest but he was unable to recall what these answers were.

INVESTIGATOR'S NOTE: This examination booklet was subsequently identified as the Client Information Booklet (CIB) which is a test in tabloid form containing 81 true and false questions.

QUINN said that as a result of the "coaching" he received, he passed the retest and was formally offered a position by GPUN as an Engineer I, Start-Up and Test, at TMI Unit I. QUINN said he subsequently declined the position because of the improprieties involved in the testing procedure.

QUINN concluded that as a result of his declining the position, MLPS instituted a civil suit against him on September 9, 1982 to recoup a \$5,200 job placement fee. QUINN said that on November 19, 1982, he countersued MLPS for damages regarding this incident and named GPUN as a potential third party to the suit.

Thomas QUINN was reinterviewed by telephone on February 11, 1983 by Investigator Peter CONNOLLY. QUINN was questioned concerning three specific areas: 1) why did he not report his allegation of cheating to NRC at an earlier date; 2) did he give CertainTeed a letter of resignation; and if so, 3) did CertainTeed give him a counteroffer.



QUINN related that he did not give CertainTeed a letter or verbal notification of resignation. He stated that his supervisor at CertainTeed, Maurey KELLY, Manager of Plant Operations, was aware of his interviews, medical and psychological exams, and GPUN's offer. QUINN noted that he apprised KELLY of the entire process while it was ongoing. He indicated that KELLY was interested in QUINN's professional advancement and encouraged him throughout the entire recruiting procedure. QUINN related that CertainTeed did not give him a counteroffer. He noted that he received a scheduled raise in September 1982 from his starting salary of \$19,800 to \$24,000. He said the raise had been scheduled for May 1982, the completion of his first year with CertainTeed, but because of the company's financial difficulties the raise was rescheduled for September 1982. He elaborated that this raise was a routine advancement from a technician position to an Engineer I after completion of a one year probationary period.

QUINN further explained that he did not notify NRC of the allegation until January 1983 because at first he felt that GPUN was not at fault, but that the fault lay instead with John EVANS of MLPS who was callous in his treatment of QUINN. He noted that after he failed to get satisfaction from MLPS, his attorney discussed the problem with an unnamed attorney from GPUN in December, 1982. According to QUINN, this attorney, in essence, told his attorney, John KILCOYNE, that QUINN's problem was not GPUN's concern, and that GPUN did not care about QUINN's problem. QUINN decided that since GPUN did not show any concern about his allegation, he decided that GPUN had a problem also, thus the best way to handle this would be by notifying the NRC of the allegation. QUINN freely admitted that if GPUN had shown concern for his allegation he would not have notified the NRC.

Review of QUINN's CIB Examination

On February 4, 1983 QUINN's CIB test, dated May 27, 1982, was provided by Dr. Howard GLAZER, of Stress Control Inc to OI:RI Investigators - R. K. CHRISTOPHER and P. J. CONNOLLY for examination. A perusal of the test disclosed that the answer to question #30 regarding job related accidents was not changed. Also, the answer to question #80 regarding the taking of company property was not changed. The answers to the four questions (#45, 50, 76 and 81) were changed as noted in JENKINS' statement.

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Interview of Terry L. MYERS, Director, Human Resources, GPUN

Terry MYERS was interviewed on February 2, 1983 by OI:RI Investigators R. Keith CHRISTOPHER and Peter CONNOLLY. MYERS said his job responsibilities included the supervision of recruiting activities for GPUN and the approval of professional "finders fees" paid to private recruitment firms.

MYERS explained that Main Line Personnel Service, Inc. (MLPS) was one of numerous personnel organizations used by GPUN in the recruitment of professional staff for the Three Mile Island and Oyster Creek Nuclear Generating Stations. He said GPUN has employed the services of MLPS for several years. MYERS said that GPUN pays a "finders fee" equal to 20% of a candidate's starting salary upon successful recruitment of a candidate for GPUN.

MYERS described MLPS as a "headhunter" organization. He said GPUN provides a position description and the required qualifications to MLPS as well as to other personnel organizations; MLPS then attempts to recruit personnel to fill the positions in return for the "finders fee". MYERS said that as a matter of routine practice, GPUN recruiters deal directly with only one individual at MLPS regarding personnel recruitment, Stephen MCDONALD. MYERS said this singular contact was established to eliminate confusion between the recruiters and MLPS. He also said that GPUN recruiters found MCDONALD to be most effective in addressing GPUN's peculiar needs. MYERS stated that MCDONALD worked for Mr. John EVANS at MLPS; however, he said any contacts with EVANS would only be done through MCDONALD and at no time did GPUN recruiters deal directly through EVANS. MYERS explained that while GPUN's preference is to deal directly with the candidate, circumstances occasionally require that personnel firms such as MLPS be used as a point of contact. MYERS stated that because of the difficulty in contacting QUINN, MLPS was used as an intermediary with QUINN.

MYERS identified James TROEBLIGER and Stephen BABCZAK as the GPUN recruiters responsible for the recruitment of professional engineering personnel for TMI Unit I. He related that TROEBLIGER was the recruiter directly involved in the recruitment of Thomas QUINN for an Engineering I position in Start-Up and Test at TMI Unit I and was the primary contact with MLPS in the QUINN recruitment. MYERS clarified that he was not personally involved in the recruitment of QUINN and indicated that the GPUN Corporate Office in Parsippany, New Jersey does not get involved in day-to-day recruitment and hiring activities for TMI.

MYERS discussed further the pre-employment psychological testing and screening process for TMI Unit I candidates. He explained that after a candidate accepts a GPUN offer of employment, he is administered a medical and psychological examination. He clarified that all offers of employment are contingent upon successful completion of the medical and psychological examinations. MYERS said the psychological test is given by Corporate Stress Control, Inc., private psychological counseling service contracted by GPUN to provide this service. He said Corporate Stress Control, Inc. has had this contract since January 1982. MYERS described the psychological testing as consisting of two written sections, the Minnesota Multiphasic Personality Inventory (MMPI) and the Client Information Booklet (CIB) plus an interview of the candidate by a Stress Control Clinical Psychologist. After completion of the psychological examination, Stress Control provides a formal written notification to GPUN stating only whether or not the individual is acceptable for unescorted site

access. MYERS remarked that to the best of his knowledge, Stress Control does not provide any detailed information to GPUN about the results of an individual's psychological examination. MYERS added that if an individual is found unacceptable by the psychologist during the initial test, GPUN has the option of requesting a retest of the individual. He said retests are not given by Stress Control without a specific request from GPUN and that these requests are made by TROEBLIGER and/or BABCZAK to Stress Control. MYERS said the examinations and test results are retained by Stress Control, Inc. and are not seen by anyone in GPUN. He concluded by stating that there is no GPUN written procedure that implements the pre-employment psychological screening process.

Interview of James TROEBLIGER, Area Manager - Human resources (GPUN)

On February 3, 1983 James TROEBLIGER was interviewed by OI:RI Investigators P. J. CONNOLLY and R. K. CHRISTOPHER. In a sworn statement (Attachment 2 pertains) TROEBLIGER stated that he was involved in the recruitment and attempted hiring of Thomas QUINN through MLPS. He confirmed the position was an Engineer I in Start-Up and Test, TMI Unit I. He commented that MLPS is one of numerous personnel agencies that GPUN works with in the recruitment of professional and technical personnel. TROEBLIGER identified Steve McDONALD as GPUN's exclusive contact at MLPS. He indicated McDONALD was the primary MLPS contact because McDONALD understands the nuclear industry whereas the other recruiters at MLPS lack knowledge of the nuclear industry and GPUN's needs.

In April 1982 TROEBLIGER recalled that he and Thomas HAWKINS, Manager, Start-Up and Test Unit I, interviewed Quinn at MLPS. QUINN was interviewed for a second time at TMI for the engineering position by TROEBLIGER, HAWKINS, and Ivan PORTER, Supervisor, Start-Up and Test Unit I in May 1982. Subsequent to these interviews, a written offer was made to QUINN, dated May 20, 1982 contingent upon his successful completion of medical and psychological examinations. A copy of this written offer is appended to this report as Attachment (3). TROEBLIGER said QUINN accepted the offer and was administered the medical and psychological examinations on May 27, 1982. He said the psychological examination was given by Dr. William JENKINS, a Clinical Psychologist with Stress Control, Inc. After QUINN took the psychological examination, TROEBLIGER recalled that JENKINS contacted him by telephone and told him that QUINN was unacceptable for unescorted access. TROEBLIGER adamantly denied that JENKINS related to him any specific details that led to JENKINS' conclusion that QUINN was not acceptable for unescorted access. TROEBLIGER only recalled that JENKINS made a general comment about QUINN and "authority", but TROEBLIGER could not provide any additional details.

TROEBLIGER stated that while there is no formal procedure that implements the pre-employment psychological screening process, GPUN's policy regarding the psychological examination is that if any individual fails the examination the first time, the examinee is given the opportunity to take a retest. In QUINN's case, TROEBLIGER requested JENKINS to retest QUINN; however, TROEBLIGER reiterated that JENKINS did not discuss any details of the retesting with him. He indicated the methods employed in the testing procedure fall entirely within the purview of the examining Psychologist. TROEBLIGER confirmed that GPUN's personnel records indicated QUINN was retested on June 14, 1982.

INVESTIGATOR'S NOTE: Stress Control, Inc. records indicated QUINN was actually retested on June 7, 1982. Subsequent interview of the GPUN personnel secretary who recorded the date at GPUN disclosed that she, in all probability, had erred in recording the date (See Interview of Susan BENDER).

Subsequent to QUINN's retest, JENKINS contacted TROEBLIGER and advised him that QUINN was now acceptable for unescorted site access. TROEBLIGER said that JENKINS provided no explanation or details regarding QUINN's retest and his acceptability. TROEBLIGER indicated that the decision concerning a candidate's acceptability is entirely the responsibility of the psychologist. TROEBLIGER advised that subsequent to the retest, QUINN's starting date as established as June 28, 1982.

TROEBLIGER denied providing any information regarding the details of QUINN's psychological testing to any MLPS employee including John EVANS and Steve MCDONALD. TROEBLIGER further stated that during the recruitment and processing of QUINN he had no contact with John EVANS at MLPS. He maintained that his conversations regarding QUINN with MLPS were only through Steve MCDONALD. TROEBLIGER also denied seeing the actual written psychological exams taken by QUINN. He stated these exams are strictly controlled by Stress Control, Inc. and are not seen by GPUN personnel.

INVESTIGATOR'S NOTE: During the course of the investigation, John EVANS identified his legal name as John ZALESKI. TROEBLIGER, as well as other individuals interviewed during this investigation advised that they had never heard of nor had they ever been contacted by an individual identified as John ZALESKI.

Interview of Dr. William W. JENKINS, Clinical Psychologist,  
Stress Control, Inc.

Dr. JENKINS was interviewed on February 4, 1983 and again on February 9, 1983 by OI:RI Investigators, R. K. CHRISTOPHER and P. J. CONNOLLY. In a sworn statement (Attachment 4 pertains) JENKINS stated that he was a Clinical Psychologist assigned to the Stress Control, Inc. Office in Middletown, PA. His primary role is to administer the pre-employment psychological screening examinations for new GPUN employees at TMI.

JENKINS said the psychological examination consists of two separate written parts requiring true and false answers, followed by an interview of the examinee by himself. JENKINS described the written examinations as the Minnesota Multiphasic Personality Inventory (MMPI) and the Client Information Booklet (CIB). He described the MMPI as a standard psychological examination which is used to discriminate between individuals who admit significant personality problems and those who do not. He said the CIB is a structured interview created by Stress Control, Inc. to provide a standardized method of interviewing for all of the utilities who are clients of Stress Control, Inc. JENKINS said the purpose of the CIB is to "direct the clinical interview to pertinent life events and problematic attitudes and behavior." He explained the purpose of the entire psychological examination is to determine if the individual is a health and safety risk, and not to determine the mental competence of an individual. He commented that the CIB and the clinical interview investigates six areas. He described them as social development, task performance, prudence, stress, drugs and alcohol, and honesty. JENKINS remarked the criteria used to determine the categories are personal history, attitudes and behavior.

Regarding Thomas QUINN, JENKINS recalled testing him in May 1982. He confirmed that QUINN was administered both written tests and was interviewed at length. JENKINS said that after the examination, he discussed his findings with Dr. Howard GLAZER, the President and Chief Operating Officer for Stress Control, Inc. He said he did this because Stress Control, Inc. has a policy that all potential rejections must first be discussed with GLAZER. JENKINS said they were in agreement that QUINN was unacceptable for unescorted site access. According to JENKINS, the basis for the rejection was QUINN's resistance to authority, his questionable honesty, and his lack of prudence.

JENKINS said he subsequently relayed this conclusion of unacceptability to James TROEBLIGER, and he (TROEBLIGER) requested that QUINN be given a retest. JENKINS explained that during this conversation he told TROEBLIGER that QUINN had an accident record and enjoyed fighting traffic tickets. JENKINS denied giving any specific information regarding the results of QUINN's examination to TROEBLIGER or anyone else in GPUN. Additionally, he denied identifying the three areas of concern mentioned previously, and stated it is the policy of Stress Control, Inc. not to provide any information about an individual's test results to GPUN or anyone else.

JENKINS explained that GPUN receives a form letter from Stress Control, Inc. which only indicates whether any individual is acceptable or not acceptable for unescorted site access. JENKINS provided a blank copy of this formal notification letter which is appended to this report as Attachment (5).

JENKINS stated that he had never heard of a firm called Main Line Personnel Service, Inc. until after the QUINN incident and does not know and has never spoken to Stephen MCDONALD or John EVANS of MLPS. Additionally, he said he has never heard of or been contacted by an individual by the name of John ZALESKI.

JENKINS advised that QUINN was retested on June 7, 1982 and denied that he had any contact with QUINN prior to the retest. He said QUINN was given only the MMPI on the retest because in his opinion, it would be meaningless to have QUINN take the CIB again since it was obvious from the initial interview with JENKINS what the areas of concern were. JENKINS said did not change the answers on QUINN's CIB regarding the taking of company tools or his answer regarding a questions about job related accidents. JENKINS said that based on his second interview with QUINN; he did change QUINN's answers to four questions on the CIB which are discussed in detail in JENKINS' statement. JENKINS explained that it is normal to change answers on a retest when an individual explains the basis for his answers. He emphasized that the answers that were changed on QUINN'S CIB were not relevant to whether or not he was acceptable.

JENKINS said that after the re-examination, he discussed the results with Dr. GLAZER. He said they concluded that QUINN would be acceptable for site access because QUINN's scale six percentage on the MMPI in the paranoia area had dropped from 70% to 64% on the retest. JENKINS explained this to mean that QUINN's hostility to authority was not out of the ordinary. Additionally, as a result of the examination answers and clinical evaluation, it was felt that QUINN would not jeopardize public health and safety by deliberately damaging plant systems.

JENKINS concluded by summarizing that since he discussed in detail the problem areas with QUINN during the first examination he felt it was reasonable to assume that QUINN knew the reasons for his rejection were these three problem areas.

INVESTIGATOR'S NOTE: During the interview of JENKINS, it was learned that the week in which QUINN was tested was JENKINS' first week of employment with Stress Control, Inc. at TMI.

Interview of Dr. Howard GLAZER, President and Chief Operating Officer,  
Corporate Stree Control, Inc.

Dr. Howard GLAZER was interviewed on February 4, 1983 and again on February 14, 1983 by OI:RI Investigators, R. K. CHRISTOPHER and P. J. CONNOLLY. In a sworn statement, (Attachment 6 pertains) GLAZER said that in early May 1982 he was contacted by Dr. William JENKINS, the Stree Control Psychologist at Three Mile Island. He said Dr. Jenkins reviewed with him the findings of his access authorization screening with Thomsas QUINN. GLAZER said he agreed with JENKINS' findings that Mr. QUINN exhibited three areas of difficulty, specifically: 1) resistance to authority; 2) prudence, and 3) honesty. He explained that because of these three problem areas QUINN was found to be unacceptable for unescorted access.

GLAZER recalled instructing JENKINS to contact James TROEBLIGER at TMI and to tell him that QUINN enjoyed getting speeding tickets on purpose in order to fight them in court. GLAZER said he felt this comment fairly typified QUINN's behavior to TROEBLIGER without compromising QUINN's confidentiality.

Regarding QUINN's retest, GLAZER said there is no standard policy set forth by GPUN or Stress Control, Inc. as to how to proceed with a second evaluation. He said the decision as to how to conduct the second evaluation is a clinical matter determined on a case by case basis by Dr. JENKINS and him.

GLAZER said that following the second interview of QUINN, he was again contacted by Dr. JENKINS. He said QUINN showed a significant reduction in his MMPI scores relating to his resistance to authority and the test validity scores indicated the reduction was not due to purposeful attempts at deceit. GLAZER said for this reason, plus their professional opinion (GLAZER's and JENKINS') QUINN did not present a health and safety risk, he (QUINN) was determined to be acceptable for unescorted site access.

While noting that he was authorized to do so, GLAZER denied that he personally ever passed on details of the results of QUINN's psychological tests to anyone in GPUN. Additionally, GLAZER denied ever hearing of MLPS or of knowing or having any contact with Steve MCDONALD, John EVANS or a John ZALESKI at MLPS.

GLAZER concluded by stating that in his opinion, the psychological test in question cannot be "faked". He said the MMPI contains a number of validity scales and configurations to indicate if an individual is attempting to use deception, and that while the CIB is used as the basis for a structured evaluation of the examinee, the examining Psychologist formulates his professional opinion of the examinee based on the personal, fact to face evaluation.

Interview of Donna B. DOBBS, Stress Control, Inc. Secretary,  
on February 9, 1983

Mrs. Donna B. DOBBS, a secretary employed with Stress Control, Inc., 113 Brown Street, Middletown, PA was interviewed by OI:RI Investigators R. Keith CHRISTOPHER and Peter J. CONNOLLY, at the Stress Control Middletown, PA office. DOBBS has been employed with Stress Control, Inc., Middletown, PA, since December 1981. DOBBS commented that besides general secretarial work, she also administers the two written parts of the Stress Control psychological exam to GPUN applicants and employees. She noted that the tests are administered in the Stress Control Middletown, PA, office. She remarked that both sections, the MMPI and the CIB, are given to the examinee at the same time. She explained that there is no time limit to the exams; however, the tests are generally completed within two hours. After the completion of the exams, DOBBS grades the CIB and enters the answer sheet from the MMPI into a pre-programmed computer for grading. Additionally, DOBBS prepares a folder consisting of the CIB and the results of the MMPI for the perusal of the examining Psychologist, Dr. William JENKINS, who then interviews the examinee. She indicated that the numerical scores on both exams are not interpreted by her, but only by Dr. JENKINS.

DOBBS commented that after completion of the psychological exams, she contacts the GPUN TMI I personnel if the examinee has successfully passed the test. She explained that Dr. JENKINS will generally notify the TMI Personnel Office if the examinee has failed the psychological exam.

DOBBS confirmed that she administered the two written portions of the psychological exam to Thomas QUINN on May 27, 1982 following the aforementioned procedures. Afterwards, she was aware the QUINN had been found unacceptable by Dr. JENKINS; however, she did not know the problem areas in QUINN's first test which resulted in his unacceptability. DOBBS could not recall if she was contacted by QUINN concerning the scheduling of a retest. She did remember overhearing a telephone conversation between Dr. JENKINS and GPUN Personnel Recruiter, James TROEBLIGER, regarding QUINN shortly after the first examination. She recalled JENKINS asking TROEBLIGER if he was aware that QUINN had been involved in job related accidents with a previous employer. She also remembered JENKINS telling TROEBLIGER that QUINN liked to speed through speed trap in order to receive a ticket and fight it in court. DOBBS could not recall any other details of the conversation including any remarks about borrowing company tools. DOBBS remembered that during QUINN's retesting on June 7, 1982, she only administered the MMPI section of the two part written psychological exam. Afterwards, the MMPI answer sheet was graded by the computer and the results were provided to Dr. JENKINS, who conducted a second interview of QUINN. She noted that QUINN was found acceptable for unescorted access after the completion of the second psychological exam.

DOBBS asseverated that to the best of her knowledge, neither she nor Dr. JENKINS have had any contacts with MLPS. Additionally, she does not know any MLPS employees including John EVANS, John ZALESKI and Stephen MCDONALD. DOBBS was unable to provide any additional pertinent information.

Interview of John J. EVANS, MLPS Sales Manager

On February 7, 1983, John J. EVANS was interviewed at MLPS, Bala Cynwyd, PA by OI:RI Investigators R. K. CHRISTOPHER and P. J. CONNOLLY. Prior to signing his sworn statement (Attachment 7 pertains), EVANS advised that his legal name is John J. ZALESKI; however, he stated that he does not use his legal surname at MLPS but uses the name EVANS. He commented that he represented Thomas QUINN during GPUN's recruiting and hiring process of QUINN. EVANS explained that Stephen MCDONALD had all the direct contacts with GPUN personnel during this process. According to EVANS, MCDONALD passed pertinent information he received from GPUN regarding QUINN's candidacy to EVANS and he (EVANS) would pass this information onto QUINN. EVANS related that after QUINN received a job offer from GPUN, he (QUINN) took a medical and psychological examination. According to EVANS, a few days after QUINN took the psychological examination a GPUN representative telephoned MCDONALD and advised him without providing any additional information that QUINN would have to take the psychological test over. After being informed of this fact by MCDONALD, EVANS said he telephoned QUINN and advised him that he would have to go back and see "the shrink" again. During this conversation and in subsequent conversation with QUINN, EVANS said QUINN did not discuss with him any details of his psychological test. EVANS averred that since he was completely ignorant of the details of the psychological testing he did not mention any problem areas of the test; however, he recalled mentioning areas to QUINN that he had observed during his interviews of QUINN that could have caused problems, citing as examples his flippant attitude, and a lack of patience with paperwork. EVANS adamantly denied telling QUINN to do any "judicious lying" on the retest and also denied that he (EVANS) had a friend in GPUN personnel who provided him with information about QUINN's first psychological exam. He categorically denied any improprieties on his part and claimed that he personally did not have any contact with GPUN or Stress Control, Inc. during the recruiting and hiring process of QUINN.

EVANS concluded with the opinion that QUINN was making the allegation in an effort to pressure MLPS to drop its civil suit against him to recover the job placement fee.

Interview of Stephen J. MCDONALD, MLPS Employment Counselor

On February 8, 1983 Stephen J. MCDONALD was interviewed by OI:RI Investigators R. K. CHRISTOPHER and P. J. CONNOLLY at MLPS, Bala Cynwyd, PA. In a sworn statement (Attachment 8 pertains), MCDONALD advised that since 1979 he has been the primary contact between MLPS and GPUN. He related that his principle contact with GPUN during this time period has been James TROEBLIGER. MCDONALD said that even though Thomas QUINN was represented by MLPS Sales Manager, John EVANS, who is MCDONALD's supervisor, he personally had all formal contacts with GPUN regarding QUINN. He remarked that upon receiving information from TROEBLIGER regarding QUINN he would then pass the information onto EVANS who would relay it to QUINN.

MCDONALD recalled that after QUINN was offered the GPUN job he was given medical and psychological examinations as a condition of employment. Subsequently, MCDONALD said he received a telephone call from TROEBLIGER who advised him that the Psychologist wanted to see QUINN again. MCDONALD recalled asking TROEBLIGER "why" and TROEBLIGER reportedly responded that he didn't know why. MCDONALD asserted that TROEBLIGER at no time discussed any information about QUINN's psychological test with him. MCDONALD said he then informed EVANS who contacted QUINN; however, MCDONALD said he did not know any details of the subsequent conversation between QUINN and EVANS. MCDONALD noted that he would not have shared in the placement fee which MLPS would have received for the placing of QUINN even though he handled all the contacts from GPUN regarding QUINN. MCDONALD concluded that he has never had personal contact with Stress Control, Inc. and has never been provided with any personal information about any clients psychological screening by individuals from GPUN or Stress Control, Inc.

Interview of Mr. Thomas HAWKINS, Manager, Start-Up and Test TMI Unit I

Thomas HAWKINS was interviewed on February 9, 1983 by OI:RI Investigator R. Keith CHRISTOPHER. HAWKINS said he first became involved with the alleged (Thomas QUINN) sometime in April or May 1982 when he accompanied James TROEBLIGER to the MLPS office in Bala Cynwyd, PA. HAWKINS said the purpose of this visit was to interview candidates (including QUINN) for various positions at TMI Unit I.

HAWKINS said his interview of QUINN was limited to ascertaining QUINN's level of technical expertise for a position in Start-Up and Test at Unit I. HAWKINS said that after this initial interview, he recommended that QUINN be brought to TMI for a second interview. HAWKINS continued that after the second interview, he requested James TROEBLIGER to make an offer to QUINN for a position as an Engineer I, in Start-Up and Test.

Regarding MKPS, HAWKINS said he rarely deals with them directly, but when he does it is always with Stephen MCDONALD who is the primary GPUN contact at MLPS. HAWKINS stated that he has never had any direct contact with Mr. John EVANS at MLPS regarding any candidate, including QUINN.

HAWKINS said he had no involvement in arranging for QUINN's psychological screening examination as this was a function handled by James TROEBLIGER. Additionally, HAWKINS denied that he ever talked to QUINN directly or indirectly about the psychological test, either before or after it was administered, and denied having any knowledge of QUINN's test results. He stated his only knowledge of the test as it related to QUINN was limited to a telephone call he received from James TROEBLIGER informing him that QUINN had failed the psychological examination. HAWKINS said he (TROEBLIGER) gave him no information as to why QUINN failed the test, and only asked him whether or not he (HAWKINS) wanted QUINN to be given an opportunity to take a retest to which he answered affirmatively.

HAWKINS described the position of Engineer I, Start-Up and Test, as a position which is difficult to fill because of the salary schedule, but was not a "critical billet" as far as Unit I start-up was concerned. HAWKINS concluded by terming QUINN as a "good prospect, but nothing special" and as such denied attempting to assert any pressure on TROEBLIGER in order to hire QUINN despite the results of his first psychological examination.

Interview of Ivan D. PORTER, Supervisor, Start-Up and Test, TMI Unit I

Ivan D. PORTER, was interviewed on February 9, 1983 by OI:RI Investigator P. J. CONNOLLY at TMI. PORTER stated that he interviewed QUINN for about 20 minutes during QUINN's recruiting visit at TMI during May 1982. He remembered QUINN was being considered for Engineer I Start-Up and Test Unit I. He recalled the interview centered around QUINN's aptitude and experience for that position. He stated that QUINN was a good applicant since he had the practical experience and academic background for the position. PORTER remarked however, there was no exigency that QUINN be immediately hired. He pointed out that the same engineering position was only filled during late January 1983. He added that though this position remained open, it did not create any hardship nor did it result in any extra overtime for personnel in his section. PORTER stated that he had no contact with any representative from either MLPS or Stress Control Inc. regarding QUINN or anyone else. He denied that there was any pressure placed on GPUN Personnel to hire QUINN. His attitude towards hiring of QUINN was that he could take the job or leave it.

Interview of Stephen BAB CZAK, Personnel Administrator, GPUN

Stephen BAB CZAK was interviewed on February 8, 1983 by OI:RI Investigators R. K. CHRISTOPHER and P. J. CONNOLLY. He advised that he has been employed by GPUN for approximately ten years. He said he has been assigned to TMI since June, 1982 and that his primary function is to recruit technical personnel for "exempt" positions at TMI. BAB CZAK clarified that by "exempt" positions he was referring to non-bargaining unit, salaried positions such as the professional engineers. He confirmed that he and his supervisor (James TROEBLIGER) were responsible for recruiting these positions.

BAB CZAK confirmed that he has used MLPS as a recruiting tool for various positions he is seeking to fill. He said that he has continued a practice started by TROEBLIGER of only dealing with one individual at MLPS who he identified as Stephen MCDONALD. BAB CZAK said this one point of contact is used to eliminate confusion and duplicate contacts with MLPS. He said all referrals from MLPS to GPUN are directed through MCDONALD, regardless of whether or not he (MCDONALD) is actually representing the individual.

Regarding the recruitment and processing of Thomas QUINN, BAB CZAK said he had no recollection of any telephone or personal contacts with Stephen MCDONALD, John EVANS or anyone else from MLPS. He specifically denied that he received any information from Stress Control, Inc. regarding the results of the psychological examination administered to Thomas QUINN and denied passing any such detailed information on to John EVANS or anyone else at MLPS. He reiterated that his only contacts with MLPS are through Stephen MCDONALD. BAB CZAK said that in any event, as he was not aware of the results of QUINN's psychological examination, he could not have passed on the information.

BAB CZAK said that Stress Control, Inc., and specifically Dr. JENKINS, only tells TROEBLIGER or him whether or not an individual is acceptable for unescorted site access, and does not provide any details of the examination results. BAB CZAK said as a part of its testing procedure, Stress Control, Inc. emphasizes to the prospective candidates the confidentiality of the test and its results. He said the only action taken after Stress Control, Inc. advises GPUN of an individual's failure in the psychological examination is to determine from the site technical staff whether or not they would like the individual to be retested. BAB CZAK concluded that as a normal practice, the majority of individuals are given the opportunity to take a retest. He also clarified that the methods and the extent of re-examination of an individual is left to the professional judgement of the Stress Control psychologist.

Interview of Susan E. BENDER, Personnel Secretary, GPUN

On February 10, 1983, Susan E. BENDER, TMI Personnel Secretary, GPUN, was interviewed by OI:RI Investigators R. Keith CHRISTOPHER and P. J. CONNOLLY. BENDER said she recalled that on or about May 27, 1982, she received a telephone call from Donna DOBBS, a secretary with Stress Control, Inc., advising her that Thomas QUINN had been found unacceptable for unescorted access to the plant site as a result of a psychological exam he had taken on May 27, 1982. BENDER continued that she then notified Jim TROEBLIGER, QUINN's GPUN recruiter. According to BENDER, subsequently, TROEBLIGER instructed her to call Stress Control, Inc. and set up a date for a re-examination of QUINN. BENDER said she then contacted DOBBS and scheduled a date for the retest. Afterwards, BENDER said she contacted QUINN by telephone and advised him of the date for the retest. BENDER said she recalled that DOBBS subsequently informed her that QUINN had been found acceptable for unescorted access. According to BENDER, she was not briefed during any of her contacts with Stress Control, Inc. as to why QUINN had been found unacceptable on the first exam, and acceptable on the second exam. BENDER said that normally, after the notifying telephone calls, GPUN Personnel routinely receives a form letter of non-acceptability or acceptability from Stress Control, Inc. BENDER said the form letters regarding QUINN were placed in his personnel file, and noted that neither letter contained any details of the results of his psychological examination. She elaborated that the form letter simply states whether a candidate is acceptable or non-acceptable for unescorted access to the plant site.

BENDER said she remembered that when she telephoned QUINN to confirm his reporting date, he was non-committal and directed her to contact MLPS. A week later, BENDER recounted, she learned that QUINN had rejected GPUN's employment offer.

BENDER explained further that her records showed QUINN was re-examined on June 14, 1982; however, she admitted that this was in error since the Stress Control records showed QUINN was retested on June 7, 1982. BENDER added that the aforementioned letters from Stress Control, Inc. concerning QUINN's unacceptability were unexplainably missing from his personnel file.

In conclusion, BENDER stated she was not aware of any details of QUINN's psychological examinations and was unable to provide any additional pertinent information.

Reinterview of James TROEBLIGER

On February 10, 1983 James TROEBLIGER was reinterviewed by OI:RI Investigators P. J. CONNOLLY and R. K. CHRISTOPHER. TROEBLIGER continued to deny providing any details of Thomas QUINN's psychological examination to MLPS employees, including John EVANS and Stephen MCDONALD. He maintained that Dr. William JENKINS of Stress Control, Inc. did not discuss with him any specific problem areas in QUINN's psychological exam.

TROEBLIGER was questioned concerning JENKINS' assertion that he told TROEBLIGER that QUINN had an accident record and liked to fight speeding tickets. TROEBLIGER said he could not recall if JENKINS mentioned these topics, and added he could only recall JENKINS saying something about authority; however, TROEBLIGER could not provide any additional details regarding the conversation. He denied that he had passed any information to MLPS regarding QUINN's accident record and his propensity to fight speeding tickets.

TROEBLIGER advised further that he does not know, nor has he ever had any contact with, John ZALESKI (EVANS' legal name). He maintained that Stephen MCDONALD was his sole point of contact with MLPS during the QUINN process. He also explained that of all the GPUN Personnel employees, only he and Stephen BABCZAK liaised with MLPS regarding professional and technical applicants.

### Interviews of Additional GPUN Personnel

On February 7, 1983, Paul G. CHRISTMAN, Manager, Plant Administration, TMI I, provided OI:RI Investigator Raymond SHEPHERD with names of 22 GPU Nuclear employees who were hired through MLPS during the period January 1, 1980 through January 31, 1983. He said that 17 of those individuals are presently employed at the TMI facility but that two of them were off-duty and would not be available for interview. Two of the 22 individuals are employed at the Oyster Creek facility and one individual is employed at the GPU office in Reading, PA. The investigators interviewed 15 of the aforementioned individuals at the TMI facility and two other individuals who were hired through MLPS and are employed at the GPUN Corporate Headquarters in Parsippany, NJ. The names of the 17 individuals who were interviewed and five individuals who were not available for interview are listed as Attachment (9). All of those who were interviewed said that they had successfully passed the psychological examinations given to them during their initial screening process and that they were not required to take a second psychological examination. They also said that they had not been provided with answers to any of the questions that were asked during the psychological examinations and that they did not know of anyone who was given answers to any questions or who provided answers to any other individual in order to help such individual pass a psychological examination.

Mr. CHRISTMAN also provided the investigator with the names of 41 individuals who were being considered for employment with GPUN during the period January 1, 1980 through January 31, 1983 and who failed to pass the initial psychological screening process. He said that those individuals were required to take and successfully complete a second psychological examination as a condition of employment. He said that 23 of those individuals are presently employed at the TMI facility but that one of them was off-duty and would not be available for interview. Five of the 41 individuals, including Thomas QUINN, were never hired and 11 others resigned or were terminated after they were hired. Thomas QUINN and one other individual were the only two individuals out of that group who were referred to GPUN by Main Line Personnel. One of the 41 individuals is employed at the GPUN office and another is employed at the

The investigators interviewed all but one of the 23 individuals who are still employed at the TMI facility. The names of the individuals who were interviewed, including QUINN, and 18 individuals who were not available for interview are listed in Attachment (10). All of those who were interviewed with the exception of QUINN, said that they had not been provided with answers to any of the questions that were asked during the psychological examinations or in any way coached as to how to answer the test questions. They also said that they did not know of anyone who was given answers to any questions or who provided answers to any other individual in order to help such individual pass the psychological examination.

INVESTIGATOR'S NOTE:

is no longer employed by GPUN.

**STATUS OF INVESTIGATION**

The status of this investigation is CLOSED. Investigation related to the receipt and handling of this allegation by GPU senior management is addressed separately in OI:RI Report of Investigation 1-83-004.

## ATTACHMENTS

1. Sworn statement of Thomas QUINN/February 2, 1983
2. Sworn statement of James TROEBLIGER/February 3, 1983
3. Copy of GPUN employment offer to QUINN/May 20, 1982
4. Sworn statement of Dr. William JENKINS/February 9, 1983
5. Blank copy of Stress Control Pre-employment Screening Report ... undated
6. Sworn statement of Dr. Howard GLAZER/February 14, 1983
7. Sign sworn statement of John EVANS/February 8, 1983
8. Sworn statement of Stephen J. MCDONALD/February 8, 1983
9. Listing of GPUN employees interviewed ... undated
10. Listing of interviewed employees hired through Main Line Personnel

Place: Norristown, PA  
Date: January 28, 1983

### STATEMENT

I, Thomas Quinn, hereby make the following voluntary statement to Peter Connolly and R. Keith Christopher who have identified themselves to me as Investigators with the U.S. Nuclear Regulatory Commission. I make this statement freely with no threats or promises of reward having been made to me.

As background information I am currently employed as a Product Development Engineer with the Certainteed Corporation in Blue Bell, PA. I have been with this company for five years. I have a Bachelor of Arts Degree in Physics with a minor in electronics.

In approximately March of 1982 I received an unsolicited telephone call from an individual who represented Main Line Personnel Services of 111 Presidential Blvd., P.O. Drawer 526, Bala Cynwryd, PA. This firm is best described as a "headhunter" firm that recruits personnel to fill the needs of various corporations. During this phone conversation I was asked if I was interested in an engineering position to which I replied "yes". As a result, Main Line Personnel arranged an interview for me with the Johnson and Johnson Company. This interview took place at the Main Line Personnel Office but I was not selected for that position.

Subsequent to this interview I was approached by Mr. John Evans, who is also a representative for Main Line Personnel. Evans asked me if I was interested in a job at a nuclear power plant. Although I had never worked at a nuclear plant before I said "yes". Evans said his speciality was in placing people in engineering

*Thomas Quinn 2/2/83*

positions in the nuclear industry.

Several weeks later in mid April 1982 Evans called me and asked if I would consider working at Three Mile Island and he indicated there may be an engineering position open at TMI. He did not provide any details about the position at that time. A week or two later Evans called me again and said he had scheduled an interview for me with GPU Nuclear on May 5, 1982. He described the position as a "Control Systems Engineer". He said this interview would be with a Tom Hawkins who is Manager of Startup and Test at TMI Unit 1. On May 5 I went to the interview at Main Line Personnel where I was interviewed by Mr. Hawkins. Hawkins described the job as a Control Systems Engineer responsible for installation, calibration and inspection of reactor control systems. Hawkins said the position title was Engineer I and that there would be technicians working under me. After the interview Evans debriefed me to find out about the interview and told me that based on general comments from Hawkins he (Evans) thought I would get the job. Five or six days later I got another call from Evans who told me Hawkins liked me and wanted to schedule a second interview at TMI on May 17, 1982. I agreed to this and on May 17, 1982 I went to TMI where I was interviewed by Mr. James Troebliker, the TMI Personnel Manager, Ivan Porter, who I would be working directly for, and again by Tom Hawkins. During this time Troebliker advised me that if I was offered the job I would be required to take a physical examination and psychological fitness test. He gave no specifics on these tests other than to say they would be extensive examinations.

Thomas Quinn 2/2/83

On the following day after the interviews (May 18, 1982) Evans called me again and related that GPU Nuclear was offering me a position for an annual salary of \$26,000 per year as an Engineer in Startup and Test. Evans asked me if I wanted the position and I told him I wanted to think about it and would like to see the offer in writing. On May 19, 1982 I called Mr. Troebliker at TMI and he confirmed the offer. I also indicated to him that I would like to see the offer in writing. About 1 1/2 hours after I talked to Troebliker, Evans called me and abrasively asked me why I didn't want the job. I told Evans that I didn't say that I didn't want the job but that I wanted the offer in writing and I wanted to think about the offer before accepting it. Evans used high pressure sales tactics to try and force me to formally accept the position but I did not at that time accept. Evans called me another time after this call and said if I didn't take the job at that time that I may lose the job offer. I acquiesced at that time and told him I would take the job. On May 19, 1982 I then called Troebliker and told him I would take the position. At that time, Troebliker scheduled me to take a physical and psychological examination on May 27, 1982 at Three Mile Island. Several days later I received a letter dated May 20, 1982 which was signed by Troebliker. This letter offered me the position contingent upon my successful completion of the pre-employment physical examination and psychological testing.

On May 27, 1982 I went to Three Mile Island and took an extensive medical examination which lasted all morning. During the afternoon of the 27th I was sent to Stress Control Inc., 113 Brown St., Middletown, PA, to take the psychological tests.

Thomas Quinn 2/10/83

Attachment 1

I was administered two psychological examinations by a woman administrative assistant. The first test was the Minnesota Multiphasic Personality Inventory (MMPI) which was consisted of <sup>approximately</sup> 625 true and false questions that were answered on a separate computer answering sheet. After this test, which lasted 2 1/2 hours, I took a short break and then the same administrative assistant provided me a second psychological test consisting of approximately 200 true and false questions. I am not sure what this test was called. The test was in tabloid form and the questions were marked on the test itself. After the completion of the second test I was interviewed by a male psychiatrist who asked me general questions about my background and other personal information. While I was talking to him, the psychiatrist received the results of the psychological tests. He then thumbed through the second test and asked me for explanations of answers to certain questions. He asked me specifically about work related accidents, and my answer to a question related to the taking of company tools plus questions about challenging of speeding tickets. At the conclusion of this interview which lasted approximately 1 1/2 hours the Doctor did not make comments or judgements to me regarding the results of the test. I was frank and as honest as possible in answering the Doctor's question and also the questions on both psychological tests.

The following day, May 28, 1982, Evans called me. He uttered some obscenities and told me that I had failed the psychological test. Evans also told me not to worry about failing since everybody gets a second chance. I asked Evans what he meant by that and he said that the law says that they had to give me two chances to pass the test. Evans told me to call Stress Control and arrange a date to be retested and provided the telephone number for Stress Control. Evans then said "for Chrissakes

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don't be so crazy this time." The conversation ended with me objecting to Evans' comment that I was crazy. During this argument Evans told me "it doesn't matter whether you are crazy or not, just don't act crazy for the shrink." Immediately after this conversation I contacted Stress Control and arranged a date to retake psychological examinations. The date was established as June 07, 1982. There was no conversation with Stress Control about taking the retest at that time.

On June 03, 1982 Evans called me and indicated that he knew that I had scheduled the retest on June 07, 1982. Evans said "I have some information that will be very helpful, my boy." When I asked him what it was Evans told me that he had a "very <sup>T.R.</sup> good friend" in the personnel office at GPU Nuclear who gave me the results of your psychological test. Evans also told me that his friend in GPU told him (Evans) the specific areas I failed in the test and what answers I needed to give on the retest in order to pass the test. Evans said "There are three major areas of concern."

- (1) Resistance to regulations
- (2) Job related accidents
- (3) Borrowing of company tools

With regards to #3 I can't remember exactly what he was talking about. I responded "What am I suppose to do about it?" Evans commented "What you have to do when you go back is a little judicious lying." I responded that the test emphasized the need to tell the truth. Evans answered "Quinn, that's all bullshit." Evans then questioned me about certain answers on the exam which he indicated he had been told about by his GPU friend. He questioned me about my answers to questions

Thomas Quinn 2/2/83

about job related accidents. I told him that I had informed the psychiatrist of four job related accidents one of which I was responsible for the spilling of 250,000 gallons of water at one of Certainteed's Plants. Evans told me "don't tell the psychiatrist about any more job related accidents." The next topic he brought up was the resistance to regulations concern which related to my habit of fighting speeding tickets. Paraphrasing him he told me to cool it with my answers in this area and tell them I wasn't fighting the tickets.

The third area of concern he specifically asked me was about an answer to a question regarding whether or not it was proper for me to borrow plant tools, take them home for my own personal use, and take them back to the plant later.

Evans said I should change my answer to indicate that it was not proper to borrow the tools because that was the answer GPU wanted. Evans made it clear to me that his GPU friend indicated that these three areas were the ones I needed to lie on in order to pass the test and get the job. Evans closed the conversation by saying "don't tell anyone about this, because I can get in big trouble and so can my friend in <sup>T.R.</sup> ~~the~~ personnel <sup>T.R.</sup> ~~office~~ because I am not supposed to know any of this stuff." All of the above areas of concerns that I had supposedly failed were on the second examination that I had taken and none of these questions were on the MMPI. On June 07, 1982, I went back to Stress Control and the same woman gave me the MMPI test again but did not give me the second exam a second time. Afterwards, I was interviewed again by the same psychiatrist. During the interview, the Doctor used the exact same words as Evans when Evans said "we have three major areas of concern." The Doctor went on to list the three areas of concern again which Evans had previously articulated. While the Doctor was questioning me about these areas he had in front of him the second exam and its answers which I had taken on May 27. I told him that

Thomas Quinn 4/1/83

I wanted to change my answer regarding the question of borrowing company tools. The Doctor changed my answer in the test booklet. The Doctor also asked me another question about work related accidents and in following Evans previously discussed instructions, I lied to him and told him that there were no other job related accidents. The mannerisms of the Doctor, in my opinion, were such that I felt he wanted me to change the answers whether true or not in order for me to pass the exam. There were other questions that the Doctor asked me about regarding the three areas of concern that I lied to him about in following Evans' instructions but I cannot remember specifically what they are. At the conclusion of the interview which lasted about 45 minutes the Doctor didn't make comments about my suitability or unsuitability for the job.

On the following day, June 8, 1982, Evans called and advised that I had passed the test. I remember his first line was "fooled them, didn't we." Evans also told me that my starting date would be June 28, 1982. Several days later I received a call from a GPU Personnel Secretary, identified only as Sue, who confirmed my starting date. She advised me that she was forwarding information to assist me in my move.

After pondering the way I had been instructed to be dishonest in the answering of the above areas at the recommendation of a GPU Employee through Evans I decided not to take the position and I subsequently contacted my attorney, John J. Kilcoyne, who advised Evans that I was not going to take the job because of the improprieties involved in the test.

Thomas Quinn 4/2/83

Attachment 1

*[Handwritten initials]*

Subsequent to my declination of the position I was contacted by the same GPU Secretary regarding my move. She did not know that I had declined the position.

I should note that other than the initial offer letter I received from GPU on May 20, 1982, I had no contact with anyone in GPU Management regarding the results of my psychological test or my retest nor did I personally receive a final formal offer of employment from GPU Nuclear. All of the contacts were between Mr. Evans and someone in GPU.

I have read and understand the above eight page statement which was prepared by NRC Investigators, Peter Connolly and R. Keith Christopher, from information I provided them in the presence of my attorney on January 28, 1982. I made and initialed any necessary corrections and have signed my name in ink in the margin of each page. I swear that the foregoing statement is true and correct. Signed on

2 February '83 at 10:53 AM.  
Date Time

SIGNATURE: Thomas Quinn

Subscribed and sworn to before me this 10<sup>th</sup> day of February, 1983,

at 36 South Troop Road Troop Mountain Pa.

INVESTIGATOR: Peter Connolly  
Name

WITNESS: John J. Kellogg Esq.  
Name  
Title Attorney for Thomas Quinn

*JHC*

STATEMENT

I, James Troebliker, hereby make the following voluntary statement to R. K. Christopher and P. J. Connolly, who <sup>H.K.T.</sup> has identified themselves to me as Investigators with the U.S. Nuclear Regulatory Commission. I make this statement freely with no threats or promises of reward having been made to me.

I am presently Area Manager <sup>for</sup> Human Resources, General Public Utilities (GPU) Nuclear, Three Mile Island, PA. I have been employed in the personnel field with GPU for approximately 10 1/2 years. I have been at TMI since the Unit 2 accident in March 1979. My position involves the recruiting, hiring and processing of all personnel at TMI.

I was involved in the recruitment and attempted hiring of Thomas Quinn through Main Line Personnel Services (MLPS), located in the Philadelphia Metropolitan area. MLPS is one of numerous personnel agencies GPU works with in recruiting personnel. Basically, we give them specific positions that we are looking for people to fill and the requirements for those particular positions. We have been using MLPS for the last eight to nine years. Our exclusive point of contact with MLPS is Steve MacDonald. We use MacDonald because he understands the nuclear industry whereas the other employees of <sup>MLPS</sup> are only interested in pecuniary gain and lack knowledge of the nuclear industry and our needs.

In March 1982 we posted a position with MLPS for Engineer I in Unit 1 Startup and Test. Subsequently in late April 1982, myself and Tom Hawkins interviewed between eight and twelve people at MLPS, one of whom was Thomas Quinn. As a result of that interview, Quinn was given a second interview at TMI for the position. As a result, we made a written offer to Quinn, dated 20 May 1982, contingent upon his successful completion of medical and psychological

*James Troebliker*

## STATEMENT

examinations. The written offer had been preceded by a verbal offer that I made directly to MacDonald at MLPS for Quinn. Quinn verbally accepted the position and we scheduled him to take the medical and psychological exams on 27 May 1982. The medical exam was given on site and the psychological examination was administered by Dr. Jenkins of Stress Control, Inc. Stress Control, Inc. is a contracted firm that provides psychological testing and counseling services for GPU. Jenkins has a PhD in clinical psychology. The psychological examination consists of two written tests and a post-test interview by Jenkins. The two tests are the Minnesota Multiphasic Personality Inventory (MMPI) and the Client Information Booklet (CIB) <sup>THE LATTER OF</sup> designed by Stress Control for GPU Nuclear. After the completion of the psychological testing and post-test interview for a prospective employee Jenkins routinely notifies me by telephone telling me whether or not the individual is acceptable for unescorted access. Dr. Jenkins never discusses with me why an individual is unacceptable if that is the case. I or no one else at GPU ever see the actual examination results. In the Quinn case, Dr. Jenkins called me shortly after the examination and told me that he found Quinn unacceptable for unescorted site access. I remember Jenkins asking me, "How badly does GPU need this guy?" He asked me what type of position he was being considered for and why we wanted him. I explained the position description and our impression of Quinn's ability to fit that position. Dr. Jenkins did not tell me in this conversation or at any other time the general areas or specific questions that led to Jenkin's conclusion that Quinn was not acceptable for unescorted access. He did not tell me any specific answers <sup>or</sup> topics that Quinn would need to change in order to pass a retest. He did not tell me what extent the retest would involve or areas of questioning that would be involved. I would like to note that at the time of the Quinn incident, I had not see the CIB or MMPI exam and

STATEMENT

did not know what type of questions were on either one. I also remember that after I described the position that Quinn was being considered for Jenkins made a general comment about Quinn's ~~problem with authority~~ <sup>I AM UNCLE WALTER HE MEANT</sup> However, he did not <sup>REGARDING TO AUTHORITY OR WHOM QUINN WOULD REPORT TO AT THE TIME</sup> elaborate or mention any relative questions on the test. Moreover, he did not mention any other trouble areas that would have to be addressed on the retest prior to him being granted unescorted access.

GPU's policy regarding the psychological exam is that if any individual fails the exam the first time we automatically give the individual the opportunity to take a second test for re-evaluation. In the Quinn case, I requested Dr. Jenkins to retest Quinn; Jenkins agreed; however, he did not discuss any details of the retesting with me.

After making several unsuccessful attempts to telephonically contact Quinn about a retest, I called Steve MacDonald at MLPS and requested his help in contacting Quinn. To the best of my memory, this was the conversation I had with MacDonald; I told him we had a problem with Quinn. He asked me what the problem was. I responded, "Tom Quinn is unacceptable for unescorted access to the site." I did not elaborate about Quinn's problem because I didn't know what areas he had failed the psychological test in. I did not mention to MacDonald or anyone else Jenkins contention about Quinn's problem with authority. I told MacDonald I was having trouble getting in touch with Quinn. I asked him if ~~he~~ could get in touch with Quinn, please inform him if he still is interested in seeking employment with us that he will have to undergo a second evaluation. I told MacDonald to inform Quinn to contact Stress Control and arrange a retest.

*James J. [unclear]*

STATEMENT

If Quinn happened to talk to Dr. Jenkins personally about the retest, Dr. Jenkins could have discussed problem areas with him at that time. I have no knowledge if this occurred. <sup>AND I DOUBT DR. JENKINS WOULD DISCUSS PROBLEM AREAS PRIOR TO THE SECOND EVALUATION/ST</sup> Additionally, I have no information or reason to believe if Dr. Jenkins talked to anyone at MLPS about retesting Quinn. Up to this point all my contacts with MLPS regarding Quinn were with Steve MacDonald and I did not talk to John Evans, who is also an employee of MLPS, about Quinn until July 1982 which I will discuss later on this statement.

I do recall that on 14 June 1982, I was telephonically apprised by Dr. Jenkins that Quinn had been retested on 14 June 1982 and that he (Jenkins) now considered him acceptable for non-escorted site access.

Other than what is mentioned above, I had no other contact or conversation with either Quinn or MLPS. In fact, the last contact I had with Quinn was on 27 May 1982, when he took his medical exam and first psychological test.

We ~~are~~ GPU rely on the decisions made at Stress Control regarding candidates suitability for site access and we have never attempted to pressure Stress Control to change their opinion of a candidates suitability including Quinn.

After Jenkins notified me that Quinn was acceptable, I telephonically contacted <sup>GPU</sup> MacDonald at MLPS and advised him that Quinn was found to be acceptable after the retesting. I and MacDonald agreed on a starting date of 28 June 1982, for Quinn. During job interviews with Quinn I advised him that we would have to hire him before July 1982, if he wanted to be considered for a January 1983 pay raise. I told MacDonald to contact Quinn and have him contact Janis Esworthy who processes new employees. I should also note that neither I nor the

*James J. Holby*

STATEMENT

personnel office ever received a letter from Jenkins confirming Quinn's acceptability. I do not know why I did not receive the letter to confirm Jenkins' telephone notification.

On 28 June 82 Quinn failed to report to the site. As far as I know Quinn was going to report on 28 June since I heard nothing different from either Quinn or MLPS.

The only contact I ever had with John Evans from MLPS about Quinn was on 20 July 1982 when he called me requesting a letter detailing our chronological contacts with Quinn concerning his hiring.

I have no information that would lead me to believe that MLPS had any information regarding the criteria involved in the acceptability on the psychological exams. In concluding, I at no time improperly advised either Quinn or Main Line Personnel of the specific details regarding Quinn's failure to pass the psychological exam and did not tell either Quinn or MLPS how Quinn should answer questions in order to pass the retest.

*James J. Kelly*

STATEMENT

I have read the foregoing statement consisting of 6 typed pages. I have made and initialed any necessary corrections and have signed by name in ink in the margin of each page. I swear that the foregoing statement is true and correct.

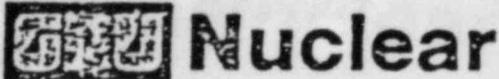
Signed on FEBRUARY 3, 1983 at 5:05 AM.  
(date) (time)

SIGNATURE: James Keeley  
(Name)

Subscribed and sworn to before me this 3<sup>rd</sup> day of FEB., 1983, at 5:05 PM.

INVESTIGATOR: R.K. Christopher  
(Name)

WITNESS: Peter Kennedy Investigator, Office of Investigation, NRC  
(Name & Title)



GPU Nuclear  
P.O. Box 480  
Middletown, Pennsylvania 17057  
717-944-7621  
Writer's Direct Dial Number

May 20, 1982

Mr. Thomas Quinn  
2235 De Kalb Street  
Norrstown, PA 19401

Dear Mr. Quinn:

We are pleased to inform you that the results of your interview with us were most satisfactory, and as a result, we are offering you the position of Engineer I - Startup & Test, here at Three Mile Island Nuclear Generating Station, at a monthly salary of \$2,166.67, which equates on an annual basis to \$26,000. Please be advised that in order for you to be considered for our January, 1983, salary review, you must begin your employment with us prior to July 1, 1982. This salary review is based on your work performance as are additional career opportunities within our organization.

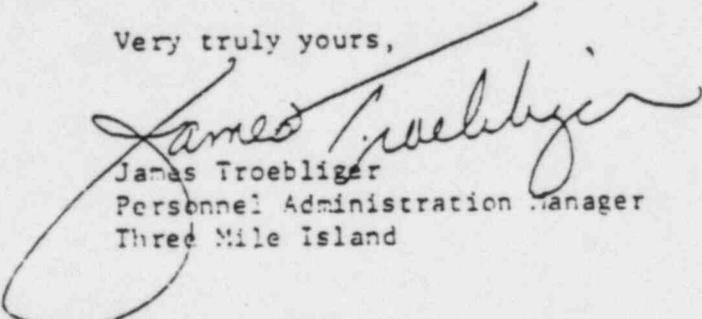
This offer is contingent upon your successfully passing our pre-employment physical examination and psychological evaluation. If you should decide to accept our offer of employment, arrangements will be made for your pre-employment examinations, here at Three Mile Island. We advise, however, that you do not inform your present employer of termination until you have been advised by us that you have passed these examinations.

You will be provided coverage under our relocation policy as outlined in the attached plan, including two weeks of interim living and five-days, four-nights of househunting expenses.

You will be entitled to one week's vacation after six months of continuous employment and two week's vacation following January 1, 1983. This offer of employment is valid until May 26, 1982, and we would appreciate a written confirmation of your acceptance of this offer.

Thank you for your continued interest, and we look forward to your joining us. If you have any questions, please feel free to contact me.

Very truly yours,

  
James Troeblicher  
Personnel Administration Manager  
Three Mile Island

JT/seb

Enclosures

cc: T. M. Hawkins, Manager, Startup & Test - TMI-I  
G. P. Miller, Director, Startup & Test - TMI-I  
J. Evans, Main Line Personnel, Inc.  
RFP # T-3108

STATEMENT OF DR. WILLIAM W. JENKINS

I, Dr. William W. JENKINS, hereby make the following voluntary statement to Peter J. CONNOLLY and R. Keith CHRISTOPHER who have identified themselves to me as Investigators with the U.S. Nuclear Regulatory Commission. I make this statement freely with no threats or promises of reward having been made to me.

I am a Clinical Psychologist employed with Corporate Stress Control Services INC. I have been working at the Stress Control Office in Middletown PA. since May 1982. Contractually our services for General Public Utilities (GPU) began in January 1982. However, Stress Control has been providing counseling services to GPU since 1980.

I am responsible for administering pre-employment psychological examinations for GPU Nuclear at Three Mile Island (TMI) PA. The psychological examinations consists of two separate written parts requiring true and false answers. The two examinations are the Minnesota Multiphasic Personality Inventory (MMPI) and the Client Information Booklet (CIB). The MMPI is a standard psychological exam which has been used to discriminate individuals who admit significant personality problems. The CIB is a structured interview created by Stress Control to provide a standardized method of interviewing for all of our utility clients. It is my understanding that CIB was developed based on reviewing licensee event reports (LERS) which were caused by improper actions of personnel. Its purpose is to direct the clinical interview to pertinent life events and problematic attitudes and behavior. It is not designed to determine mental competence of the individual. The purpose of both evaluations including an interview by myself is to determine if the individual is a health and safety risk. By that I mean are there indications that this person would cause damage to the plant. It does not attempt to assess work performance. The CIB and the interview investigates six areas: social development, task performance, prudence, stress, drugs and alcohol, and honesty. The criteria to determine the categories are personal history, attitudes and behavior.

I recall testing GPU applicant Thomas Quinn in May 1982. He was administered both examinations and I interviewed him at length regarding the results of the MMPI and his answers on the CIB. Before I made a determination I telephonically discussed Quinn's results with DR. HOWARD GLASER, the President and Chief Operating Officer, Corporate Stress Control, INC., New York City. Our policy is on all rejections they must first be discussed with DR. Glaser. After discussing QUINN'S case both I and GLASER agreed that he was unacceptable for unescorted access to the plant. We found three particular areas on which we based our conclusions: (1) his resistance to authority; (2) honesty; (3) prudence. DR. GLASER instructed me to contact GPU personal manager, Jim TROEBLIGER, regarding QUINN'S unacceptability. I believe I first contacted Steve BABCZAK who is also a GPU representative, and informed him only that QUINN was unacceptable. Subsequently, TROEBLIGER called me and requested that QUINN be retested. I called TROEBLIGER back and told him that QUINN had an accident record and enjoyed fighting traffic tickets. I specifically deny giving any other specific information about the results of QUINN'S exam to any GPU personnel including TROEBLIGER and BABCZAK. I did not tell anyone that there were "three areas of concern," nor did I identify the three areas of concern discussed previously in any logical or numerical order. Further, I did not identify the three areas of concern to any GPU representative in terms stated by QUINN. I understand that QUINN identified them as:

- 1) resistance to regulations
- 2) job related accidents
- 3) borrowing of company tools.

I do agree that these were the three area that we were generally concern about.

When we refer to resistance to authority we are referring to his propensity to intentionally get speeding tickets in order to fight them. When we refer to prudence we are discussing his job related accidents. IN the third issue of honesty we were concern about his attitude towards the taking of Company tools. During my discussion with TROEBLIGER after the first interview I only told him that Quinn tried to get speeding tickets on ~~purpose~~ purpose in order to fight them in court and that he had a work accident record. I asked TROEBLIGER if this was the kind of person that you really ~~wanted~~ want working for you.. He responded by requesting that we re-examine Quinn again. I deny that I provided any other information regarding QUINN'S examination results to TROEBLIGER or anyone else. I have never heard of MAIN LINE PERSONNEL SERVICE until after the QUINN incident and I have never spoken to Main Line Personnel Service employees including Steve MCDONALD and JOHN EVANS about Quinn's test results, or anyone else that has been placed at GPU through MLPS.

Our normal practice on a re-examination is to have a different psychologist do the work-up. However, since QUINN'S case was in a grey area ~~and the re-examination was requested in an expeditious fashion~~, DR GLASER decided that I should do the re-evaluation. Since the case warranted a re-evaluation I approached the second interview from the following standpoint: which was to find additional reasons ~~for~~ rejecting QUINN since it was apparent that the information we had was not sufficient. ON 07 June 1982 QUINN was re-tested at Stress Control in Middletown, PA. Prior to the test I had no contact with QUINN. Quinn was only given the MMPI on the re-evaluation. I decided not to give him the CTB again because I thought it would be meaningless since it was obvious to QUINN from our first interview what the areas of concern were. During the second interview I again discussed with QUINN his answers to the CTB test. I did not change his answers in regards to taking Company tools, question 80. I did change his answers based on our ~~conversations~~ conversation to question 45 (missing an important meeting) because he clarified in his second interview that he had missed meetings once or twice. Question 50 concerning marriage or engagement was also changed. Question 76 (concerning individuals abusing sick leave) was changed from true to false because QUINN indicated he didn't think it was right but people did it anyway. Question 81 which concerned whether or not a person should be given an earned promotion even though caught falsifying Company records was initially marked true. However, during the second interview based on Quinn's comment about a bad organization he used to work for it was changed to false. Question 30 concerned job related accidents. In this case it was immaterial whether QUINN told me ~~maximally~~ about any more accidents in the second interview because he already told me in the first interview that he had been involved in job related accidents. This answer was not changed on the examination.

After the second examination I discussed the results with Dr. GLASER and we concluded that QUINN would be acceptable for ~~site~~ site access for two reasons: 1) on his MMPI his scale six percentage dropped from ~~70%~~ 70% to 64% in the paranoia area. This basically means his hostility towards authority was not out of the ordinary; 2) we felt that as a result of the examination answers and clinical evaluation that Quinn would not jeopardize public health and safety by ~~deliberately~~ deliberately damaging plant systems in retaliation for some perceived unjust management act. ~~we concluded that he was more likely to litigate against management.~~ ~~XXXXXXXXXXXXXXXXXXXX~~  
 As indicated before our criteria for whether or not a person is acceptable is whether or no he is a danger to public health and safety.

PJ

IN conclusion, I reiterate that I did not provide any information to anyone regarding QUNN'S initial text exam results other than as already indicated in this statement so that anyone could provide QUNN with specific information that would assist him in passing the re-examination. I did, however, discuss the three area listed above in detail with QUNN in our first interview. Since we discussed these specific areas in detail it is reasonable for me to assume that QUNN understood that the reason for this rejection was these three areas. At no time did a GPU employee pressure me into changing my evaluation of Quinn.

I have read and understand the above three page statement which was prepared by NRC investigators, Peter Connolly and R. Keith Christopher. I made and initialed any necessary corrections and have signed my name in ink in the margin of each page. I swear that the foregoing statement is true and correct.

SIGNED ON: 9 Feb 83 / 5:49  
date and time

SIGNATURE: [Signature] 9/feb/

SUBSCRIBED AND SWORN TO BEFORE ME THIS ninth day of FEBRUARY, 1983.  
at 113 Brown St, Middletown, PA.

INVESTIGATOR: [Signature]  
NAME

WITNESS: [Signature] 2/9/83



PRE-EMPLOYMENT SCREENING REPORT

TO: Personnel Department GPU Service Corporation  
FROM: Corporate StressControl Services, Inc.  
RE: Applicant Recommendation

Name of Applicant \_\_\_\_\_ Date \_\_\_\_\_

The following is recommended for the above named applicant:

\_\_\_\_\_ Acceptable for nuclear plant employment at this time. Applicant was, at the time of examination, mentally alert and coherent and without gross aberrant behavior. Our best judgment based upon the information available to us is that this applicant is acceptable for nuclear plant employment.

\_\_\_\_\_ Recommendation not possible at this time. Additional testing is required.

\_\_\_\_\_ Not recommended for nuclear plant employment. Reasonable doubt exists that the applicant would discharge his/her duties in a safe and competent manner. (Detailed report upon request.)

Signed: \_\_\_\_\_  
Howard L. Glazer, Ph. D.

Date: February 14, 1983

Place: New York City

STATEMENT

I, Dr. Howard Glazer, make the following voluntary statement to N.R.C. Investigators P.J. Connolly and R. K. Christopher. This statement is made freely with no promises of rewards or threats made to me.

I was born on May 8, 1946, in Toronto, Ontario Canada. I received an undergraduate honors Bachelor of Arts Degree in Psychology from the University of Toronto in 1969 and a doctorate in Psychology from the University of Texas at Austin in 1972. I have held faculty positions at the University of Texas at Austin, Loyola University of Montreal, The Rockefeller University, The Post-Graduate Center for Mental Health, and the Montreal General Hospital. I presently am a clinical assistant professor of psychology and psychiatry at Cornell University Medical College and assisting and tending psychologist at the New York Hospital. I am the President, Chief Operating Officer, and Senior Clinical Supervisor of Corporate StressControl Services, Inc. since August of 1981. In early May of 1982, I was contacted by Dr. William Jenkins the StressControl Psychologist at Three Mile Island. At that time Dr. Jenkins reviewed with me the findings of his access authorization screening of Mr. Thomas Quinn. As there was concurrence between his clinical interview findings based on the structured interview conducted from the Client Information Booklet and the MMPI findings showing Mr. Quinn's difficulty in three areas; resistance to authority, prudence and honesty, Dr. Jenkins and I agreed that Mr. Quinn was not suitable for unescorted access. At that time I instructed Dr. <sup>en</sup> Jenkins to speak with Jim Troeblinger concerning our rejection of Mr. Quinn and specifically instructed Dr. Jenkins to tell Mr. Troeblinger that Mr. Quinn enjoyed

getting speeding tickets for five miles per hour over the limit so that he could go to court and fight them. I felt that this kind of behavior fairly represented Mr. Quinn while at the same time, transmitting this type of information to Mr. Troeblinger would not <sup>not</sup> breach Mr. Quinn's confidentiality. Some time later, I was contacted by Dr. Jenkins who indicated that Mr. Troeblinger had requested a further evaluation.

As there exists no standard policy by either regulatory control or by Corporate policy of GPU, the decision as to how to proceed on further evaluation of Mr. Quinn was a clinical matter determined by Dr. Jenkins and I. As Dr. Jenkins felt that he was able to illicit further information from Mr. Quinn in a further interview, we decided that Dr. Jenkins should re-interview Mr. Quinn rather than sending Mr. Quinn to a different psychologist for a formal second opinion. Following his second interview of June 7, 1982 with Mr. Quinn Dr. Jenkins once again contacted me to review his findings. <sup>On</sup> through his second evaluations Mr. Quinn showed a significant reduction in his MMPI scale scores relating to resistance to authority. As the validity scores indicated, this reduction was not due to purposeful attempts at deceit, we accepted these results as valid. Furthermore in discussion Dr. Jenkins and I agreed that while Mr. Quinn was resistant to authority, that his manner of acting out, that is to use litigation and grievance procedures, did not present safety or health risk in a commercial or nuclear setting. Minimal changes were made in the Client Information Booklet based upon the second evaluation. It is worth <sup>(i.e.)</sup> to note at this time that the evaluation tools used cannot be faked. The MMPI contains a number of validity scales and configurations which indicate that the individual is attempting to present himself in the best possible light or is using outright deception. Similarly, although we use the Client Information Booklet, as the basis for a structured evaluation our clinicians ~~choose~~ use

<sup>in</sup> there insight obtained from professional training during the conduct of a face to face evaluation.

I have read and understand the above statement which was prepared by me.

I have initialed all chages and corrections that this statement is the truth to the best of my knowledge and belief.

Howard I. Glazer Ph.D

Howard I. Glazer, Ph.D.

2/14/83

Date

1:05 p.m.

Time

Sucscribed and Sworn to before me on the 14th day of February, 1983 at 320 east 65th Street, Suite 117, New York, N.Y., 10021.

Investigator: P. J. Connolly

P. J. Connolly

Witness: R. K. Christopher 2/14/83

R. K. Christopher

Title: Investigator, N.R.C.

Place: Bala Cynwd, PA:  
Date: February 08, 1983

STATEMENT

*(JOHN ZALESKI  
ALSO KNOWN AS)*  
I, John J. Evans, hereby make the following voluntary statement to P. J. Connolly and R. K. Christopher who have identified themselves to me as Investigators with the U. S. Nuclear Regulatory Commission. I make this statement freely with no threats or promises of reward having been made to me. Investigator Christopher had this statement typed for me at my request.

*John Zaleski  
John Evans*  
I am presently a sales manager for Main Line Personnel Services Inc. (MLPS), 111 ~~Prudential~~ *RESIDENTIAL DEPT* Blvd. Bala Cynwd, PA. I have been with MLPS for 14 years. MLPS works with General Public Utilities (GPU) Nuclear in the recruiting of technical personnel for various positions. It is through this process that I presented Thomas Quinn to GPU as an applicant. *P* MLPS Point of contact with GPU *DEPT* is Stephen McDonald, who works for me. McDonald had the direct contact with GPU personnel during *the* recruiting and hiring process of Thomas Quinn. McDonald passed pertinent information he received from GPU regarding Quinn's candidacy to me. I subsequently passed this information onto Quinn whom I was counseling. After Quinn was interviewed by GPU representatives, Jim Troblinger, the GPU Personnel Officer, made a oral offer to Steve McDonald concerning the hiring of Quinn. Subsequent to that offer GPU scheduled Quinn for medical & psychological examinations. Neither I nor McDonald, to my knowledge, had any contact with Stress Control Inc. regarding scheduling of Quinn's test.

A few days after Quinn took his psychological test a GPU representative telephonically contacted McDonald and advised him that Quinn would have to take psychological test over. The GPU representative, as far as know, did not discuss

*50-*

with McDonald the reasons that Quinn needed to take test over again. Moreso no information was entrusted to me regarding Quinn's problems on psychological test from either MLPS employees, GPU representatives, or members of Stress Control Inc. During the GPU conversation with McDonald the caller provided the name of young lady (whose name I cannot recall) & telephone number that Quinn would need to contact to schedule the retest. McDonald passed this information onto me. I subsequently telephoned Quinn and told him that he would have to go back and see the "shrink" again. I told him that he would have to call the young lady to arrange for the second test. Quinn asked me why he had to <sup>go back</sup> back. I told him that I didn't know. I ventured the opinion that he came across in interviews as being flippant whereas ~~GPU representatives~~ <sup>PSYCHOLOGISTS</sup> were very serious people. I also remarked to him that he had previously indicated to me his lack of patience with paperwork & red tape whereas GPU is strictly regulated by <sup>procedure.</sup> ~~paperwork.~~ I also commented to Quinn that at time of the initial interview with the GPU representatives he was walking with cane as result of someone stepping on his foot. This possibly could have indicated Quinn was accident prone to ~~GPU~~ <sup>the psychologist</sup> representatives. During this conversation with Quinn and in other subsequent conversations Quinn did not discuss with me details of his psychological testing. Moreso he did not mention anything about speeding tickets, job related accidents, or borrowing company tools. Since I was completely ignorant of the details of the psychological testing I, of course, did not mention any similar topics. I categorically deny that I instructed Quinn to do any judicious lying on the retest. I adamantly deny telling him that I had a friend in GPU personnel who provided me information about the details of his first psychological test. I also deny telling him not say anything because I and any GPU friend could get in alot of trouble. I categorically deny all of Quinn's allega-

John Evans. (John Zaleski)

*Pa*

tions of improprieties on my part. I also deny improperly coaching him based on any supposed information I received from GPU for the simple fact that I did not receive any information from GPU & Stress Control on this case or any other instances.

I believe Quinn's purported allegations are groundless and based on his desire to get out of a contractual obligation with MLPS <sup>PURSUANT TO</sup> which he owes ~~GPU~~ \$5200.00. I believe the reason he did not <sup>START</sup> ~~accept~~ the GPU job <sup>AFTER ACCEPTING</sup> was because present employer, the Certainteed Corp. gave him a attractive counteroffer. In a contact with Quinn after the second psychological test and GPU's offer <sup>of</sup> for a job ~~in~~ which he accepted, Quinn had <sup>SUBMITTED</sup> ~~accepted~~ his resignation to Certainteed. I presume Certainteed gave him a counter-offer and Quinn made up his allegations regarding me and GPU in order to facilitate his breaking of the contract without <sup>LIABILITY</sup> ~~penalty~~.

I also deny that I told Quinn's attorney John Kilcoyne, that I had received the answers for the psychological test from GPU. Kilcoyne accused me of this and said if we (MLPS) did not leave his client alone he (Kilcoyne) would make problems for GPU. This called occurred on or about 21 June 1982.

I have read the foregoing statement consisting of 3 typed pages. I have made and initialed any necessary corrections and have signed my name in ink in the margin of each page. This statement is the truth to the best of my knowledge and belief.

I declare under penalty of perjury that the foregoing is true and correct.

Executed on 2/8/83 at 10:04 AM  
date time.

John Evers (John Galentini)

*[Handwritten initials]*

INTERVIEWEE:

*Galanti*  
NAME

JOHN EVANS. JOHN ZALESKI

Subscribed and sworn to before me this

8

day of Feb., 1983,

at Main Line Pers. Serv. Inc. - 1111 Proc. Blvd. Bala-Cynwyd, Pa.

INVESTIGATOR:

*Peter J. Connolly*  
NAME

WITNESS:

NAME

STATEMENT

I, Stephen J. McDonald, hereby make the following voluntary statement to P. J. Connolly & R. K. Christopher who have identified themselves to me as Investigators with the U. S. Nuclear Regulatory Commission. I make this statement freely with no threats or promises of reward having been made to me. This statement was typed for me at my request.

*AS Sm*  
I am presently an employment counselor at Main Line Personnel Services (MLPS) Bala Cynwyd PA. I am one of 11 people who work under John Evans, an MLPS Sales Manager. Since the summer of 1979 I have been the primary contact between MLPS & General Public Utilities (Nuclear). My principle contact to GPU has been through Jim ~~Trotzger~~ *TRCEBLIGER Sm*, a GPU Personnel Manager.

*Stephen J. McDonald*  
In the spring of 1982 Thomas Quinn was being considered for a position at GPU's Three Mile Island (TMI) Unit #1. Quinn was being represented by John Evans, supra but I had all the formal contacts with GPU concerning Quinn. All the information from ~~Trotzger~~ *TRCEBLIGER Sm* regarding Quinn was passed onto Evans by me. Subsequently ~~by~~ *Sm* Evans passed the information onto Quinn. I am the principle MLPS point of contact with GPU for sake of convenience and lack of confusion.

*MLPS Sm*  
After GPU offered Quinn the job through ~~me~~ he was given a physical and psychological test. I wish to point out that the arrangements for the physical & psychological examinations are handled totally by GPU and I have no contact with the Company that administers those examinations *Sm*. I have been told the Company is Stress Control.

After Quinn took his psychological test I received a phone call from ~~Trobliger~~ <sup>TROEBLIGER SM</sup> in which he advised me that the Psychologist wanted to see Quinn again. Naturally I asked ~~Trobliger~~ <sup>TROEBLIGER SM</sup> "why". He said he didn't know why. ~~Trobliger~~ <sup>TROEBLIGER SM</sup> added that if ~~was~~ <sup>was</sup> ~~SM~~ <sup>SM</sup> Quinn still interested in the job he would need to call Sue Bender at GPU (TMI) personnel office to arrange a retest. ~~Trobliger~~ <sup>TROEBLIGER SM</sup> did not discuss any information about the the psychological test. We did kid about Quinn's hobby of dressing up like a knight in shining armor and going to sword fights. ~~Trobliger~~ <sup>TROEBLIGER SM</sup> had never provided me any details of anyone's psychological test. I wish to add that I would not have shared in the fee which MLPS would have received for the placing of Quinn. I am aware of no improprieties on the part of any GPU, Stress Control or MLPS ~~applies~~ <sup>EMPLOYEES SM</sup> and specifically Mr. Evans. I wish to state that I never have been <sup>personally</sup> in contact with Stress Control

*Stephen J. McDonald*

I have read the foregoing statement consisting of 2 typed pages. I have made and initialed any necessary correction and have signed my name in ink in the margin of each page. This statement is the truth to the best of my knowledge and belief. I declare under penalty that the foregoing is true and correct. Executed on February 9, 1983 10:14 AM date time

INTERVIEWEE: *Stephen J. McDonald*  
NAME

Subscribed and sworn to before me this 08<sup>th</sup> day of February, 1983, at Main Line Personnel Services Inc., Bala Cynwyd, Pa.  
*Cynwyd*

INVESTIGATOR: *Pete J. Crowley*  
NAME

WITNESS: \_\_\_\_\_  
NAME

JANUARY 1, 1980 - JANUARY 31, 1983  
GPU NUCLEAR EMPLOYEES HIRED THROUGH MAIN LINE PERSONNEL

<u>INDIVIDUALS INTERVIEWED</u>	<u>POSITION</u>	<u>DATE OF HIRE</u>	<u>DATE INTERVIEWED</u>
James W. Schmidt	Senior Engineering Assistant	1/28/80	2/8/83
George J. Giangli	TMI Emergency Preparedness Manager	2/11/80	2/7/83
Herbert R. Henry	Quality Assurance Monitor	5/27/80	2/8/83
William P. McSorley	Shift Technical Advisor, TMI-1	6/9/80	2/8/83
David R. Buchanan	Manager Site Engineering, TMI-2	7/21/80	2/9/83
Premjibhai R. Patel	Quality Assurance Engineer	2/2/80	2/8/83
Charles R. Haas	Analyst III - Plans and Programs, TMI-1	3/9/81	2/8/83
Gary W. Prinkey	Senior Analyst	3/3/81	2/7/83
Jeffrey W. Boyer	Radwaste Operations Engineer	4/6/81	2/8/83
Thomas J. Patterson	Manager, Special Processes and Programs, Parsippany, NJ	4/27/81	2/10/83
Mark T. Torborg	In-Service Inspection Program Engineer	5/18/81	2/8/83
Michael J. Menta	Cost Engineer	8/25/81	2/8/83
John C. Auger	Technical Analyst I - Engineer, TMI-2	10/15/81	2/8/83
Harold F. Hansen	Unit 1 Procedure Coordinator	1/25/82	2/7/83
Brian J. McDonnell	Planning and Scheduling Engineer	7/19/82	2/8/83
Fred J. Belcastro	I&C Engineer, TMI-1	1/4/83	2/8/83
Anil P. Agarwal	Senior Engineer, Instrumentation and Controls, Parsippany, NJ	11/1/81	2/14/83
<u>INDIVIDUALS NOT INTERVIEWED</u>	<u>POSITION</u>	<u>DATE OF HIRE</u>	<u>REMARKS</u>
William T. Edwards	Foreman-Radiological Controls	5/27/80	Off-duty until 2/10/83
Steven M. Cafrelli	Engineer II-Plant Process Control	6/16/80	Off-duty until 2/28/83
William K. Blevins	Engineer II-Plant Process Control	7/7/80	Working at Oyster Creek
Anthony P. King	Engineer I-Nuclear	7/14/80	Working at Oyster Creek
George E. Von Neida	Special Projects Director	11/15/82	Working at Reading PA

JANUARY 1, 1980 - JANUARY 31, 1983  
GPU NUCLEAR EMPLOYEES AND JOB APPLICANTS

<u>INDIVIDUALS INTERVIEWED</u>	<u>POSITION</u>	<u>DATE OF HIRE</u>	<u>DATE INTERVIEW</u>
			2/8/83
			2/8/83
			2/8/83
			2/8/83
			2/8/83
			2/8/83
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			2/8/83
			2/9/83
			2/8/83
			2/8/83
T. Quinn	Engineer I, Start-Up and Test	not hired	

JANUARY 1, 1980 - JANUARY 31, 1983  
GPU NUCLEAR EMPLOYEES AND JOB APPLICANTS

<u>INDIVIDUALS INTERVIEWED</u>	<u>POSITION</u>	<u>DATE OF HIRE</u>	<u>DATE INTERVIEW</u>
			2/8/83
			2/8/83
			2/8/83
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T. Quinn	Engineer I, Start-Up and Test	not hired	