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GPC II-120

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Transcript of audiotape No. 72,
transcribed by Maribeth J. Williams, Certified Court
Reporter and Notary Public.

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NUCLEAR REGULATORY COMMISSION *GPC*
Docket No. 50-424/425 OLA-3 EXHIBIT NO. II-120
In the matter of Georgia Power Co. et al., Vogtle Units 1 & 2
 Staff Applicant Intervenor Other
 Identified Received Rejected Reporter KHW
Date 7/17/95 Witness Mosbaugh

TAPE 72, SIDE A

* * * *

1

2

3

(Inaudible).

4

A.L. MOSBAUGH (ALM): Okay.

5

(Inaudible).

6

DON: George.

7

G. BOCKHOLD (GB): Hey, Don, how are you

8

doing?

9

(Inaudible).

10

GB: (Inaudible). (Pause in tape) and

11

you make an appointment.

12

(Inaudible).

13

(Inaudible) you got a minute?

14

Sure.

15

(Inaudible).

16

ALM: The IIT team has been asking for

17

the latest draft of the critique report. You had

18

said that you would give them one and then in some

19

other correspondence you had with Odom, you said to

20

wait until the (Inaudible).

21

GB: Yeah.

22

ALM: They were asking -- on the call

23

yesterday they asked about that.

24

GB: We have them -- you know.

25

(Inaudible) said that, you know, we put the critique

1 report in the Xerox machine and it looks about the
2 same. Now, we didn't finish (Inaudible) and I think
3 the various recommendations (Inaudible) will be
4 incorporated into a more effective system; and I
5 think we need to tell them that before we give them
6 another draft of what looks like identical to what
7 they had before. It looks like we are not making
8 any progress. Now, my claim is, to them and to
9 anybody, would be there are -- you know, managers
10 here are looking at those, you know, the items that
11 will be a more effective method of (Inaudible) than
12 the specific things recommended by the critique team
13 (Inaudible), and the managers at Vogtle are now on
14 the critique team.

15 ALM: Well, you want to hold off,
16 basically --.

17 GB: I would like somebody to communicate
18 that with Al Chaffee, whether yourself or John
19 Aufdenkampe. I don't think we should go any lower
20 in the organization.

21 ALM: Okay.

22 GB: If Choffee want to speak with me
23 that's okay. If they asked me about that today, I'd
24 tell them the same thing. You know, I think that's
25 what we should tell them. And specifically say

1 (Inaudible). You know, my concern is somebody is
2 going to say, well, it looks like it's getting close
3 and they haven't changed it. (Inaudible) to me
4 that's still a draft until the managers have a
5 chance to respond.

6 ALM: Okay. (Inaudible) we'll probably
7 just speak to Choffee about the statements that
8 well, let's see --

9 GB: Well, I got a (Inaudible)
10 specifically they want us to let them know about
11 when we drop somebody from licensed activity, they
12 were interested in that. That surprised me that
13 they would be interested in.

14 ALM: Okay.

15 GB: That's just -- maybe the easiest way
16 is any time John Aufferkampe (Inaudible) a letter
17 that has gone out to them (Inaudible).

18 ALM: When you said drop from
19 licensing --

20 (Inaudible).

21 ALM: This is from license people --

22 GB: Yes. You know, I'm surprised that
23 (Inaudible) would be interested in that. You know,
24 thought that was (Inaudible) letter.

25 ALM: I'll just put that in writing, and

5

1 we'll have John let them know I'm in the process of
2 that, that type of letter.

3 GB: Almost -- you know, when you process
4 any letter to the NRC (Inaudible) you give them a
5 copy (Inaudible) kind of towards the end (Inaudible)
6 you know so that we don't end up giving them a
7 draft.

8 ALM: Yeah.

9 GB: Before we send it out (Inaudible).

10 ALM: Okay. So you had called the other
11 morning about you wanted to know and SNCPO wanted
12 to know about any kind of discipline we were going
13 to take on (Inaudible) Prestifilipo file cabinet
14 event. (Inaudible). I did get (Inaudible) to tell
15 me to review (Inaudible) Prestifilipo employment
16 record; and obviously made by (Inaudible) and he
17 pulled your letter; and he plans to give (Inaudible)
18 Prestifilipo an oral reminder.

19 Okay.

20 Which you have said is a minimum level in
21 the letter. I consider it a fairly serious event;
22 but I also offset that with the fact that I think
23 that (Inaudible) Prestifilipo is an excellent record
24 and performer; and I think that he feels certainly
25 bad enough about the event. And I'm not sure if any

1 increased level of discipline would have any
2 increased benefit, in the positive sense.

3 I would just ask -- let me get back to
4 you before you do it.

5 Okay. Moye's on hold until I tell him.

6 Okay. The corporate security

7 (Inaudible).

8 So there are Westinghouse --

9 Yes, the various little problems that we
10 had.

11 ALM: I guess the other thing was that I
12 got a call from Tom Green this morning wanting to
13 set up a turnover meeting with me on May the 7th;
14 and I was unaware of where he was coming from,
15 because I haven't heard anything from you.

16 GB: I'm going to talk to you and I'm
17 going to talk to a number of people on the staff.
18 If you've got about a half hour, I'll start now.
19 Okay, it may take longer.

20 GB: (Inaudible) we have
21 Managers-in-Training and Tom Green is going to be
22 the first one coming back. Tom comes back to his
23 old job. And that (Inaudible) we have various other
24 Managers-in-Training that would come back either
25 sometime over the summer or in September, and I want

1 to talk to you and to your organization,
2 Aufdenkampe, and Horton, among others, about -- on a
3 one-on-one basis about your career desires and so I
4 can then put that information in, you know, when I
5 talk to my management to describe what I feel is
6 best for our organization with Managers-in-Training
7 coming back and other people going through the
8 training. So, I'd like to do that with you today or
9 early next week. I'd ask -- I'd like to know, you
10 know, what are your career plans with Plant Vogtle,
11 what would you like to do? And I would like to be
12 able to hear your ideas and what you would like to
13 do prior to us coming up with the options that we
14 have for you to do here at Vogtle.

15 ALM: All right.

16 GB: You know, we've talked about it in
17 the past (Inaudible), and I think it's appropriate
18 now to talk about it now. Am I making myself
19 clear?

20 ALM: Well, we've talked about it before
21 and you said you had put the decision on hold; and,
22 you know, I'm -- you know, I've been happy doing
23 what I've been doing for 3-1/2 years; and --

24 GB: Yeah, we've had a, you know,
25 reorganization and this is a 1050 organization and I

1 need to put you in a job in relationship to that
2 1050 organization or some other position that is
3 best for the company and best suits your desires;
4 and, you know, if we can work that out, that kind of
5 stuff. You know, and when Tom went to school, he
6 was -- he always kept his title and you were acting
7 in his position; and he's ready to come back.
8 Basically, he has his license, he has gone through
9 the outage, and he's ready to come back.

10 ALM: Well, but, I mean, you know, what
11 we have is a preferred decision; and I what I see
12 coming out of it is that, you know, I'm going to be
13 demoted from the position that I previously held;
14 and that's -- irrespective of the acting position
15 filling in for Tom.

16 GB: Yeah, that's also true. I mean, you
17 have held a position, a title for really a long time
18 and that, I think, satisfied the company's needs
19 through both the start-up and the operating phase;
20 and we went through, you know, a reorganization as
21 far as titles and names and structure and that kind
22 of stuff; and we have to offer you a position in the
23 1050 long-term organization. And I guess, you know,
24 you might say, hey, I want to -- I want to have Tom
25 Green's job; and obviously if that's not

1 available -- then.

2 ALM: I've been doing Tom Green's job.

3 GB: That's true, you have been doing Tom
4 Green's job; but you've been doing that in this
5 long-term organization as an acting position; and
6 Tom's going to come back.

7 ALM: I understand that and I understand
8 what the positions are; but I've been doing that job
9 for -- and it's changed in character only slightly;
10 but, you know, I've been doing that for 3-1/2 years.

11 GB: Yeah. And you worked for Tom for a
12 while and that kind of stuff. I guess what I'm
13 asking you is what other jobs in the organization or
14 other career plans that you might have or what are
15 those other career plans or, you know, what would
16 you want to do if given your -- you know, you've
17 stated in the past that you desire to retire early,
18 for example. Has that changed at all? Would you
19 want to go to SRC school, given that or not given
20 that? You know, those types of things I'm going to
21 ask.

22 ALM: That has not changed.

23 Unfortunately, our stock has dropped from 30 to 24,
24 sorry performance there; but --

25 GB: I have suffered, too, you know.

1 ALM: Sure.

2 GB: Along with anybody that owns some of
3 that stock.

4 ALM: I have always been interested in
5 going to SRO school.

6 GB: You know, do you have an objective
7 of when you would retire? Have you got that --

8 ALM: George, I can't -- it's variable,
9 George.

10 GB: Well, you know. I mean, I guess,
11 typically, I have asked people when they -- you
12 know, I'm going to ask Aufdenkampe and other people
13 -- you know, when the company invests money for
14 people to go to SRO school -- what I'm trying to say
15 is, we don't extract written obligations more kind
16 of in oral obligations. We say, gee, we would
17 expect you to hang around for five years. We like
18 to get some return on our investment and that kind
19 of stuff. Do you think you would be here for five
20 years if you went to SRO school?

21 ALM: I might. I've been here for six
22 years now, and even prior to coming here the
23 opportunity to go to SRO school was discussed with
24 Alfie Gross and Mike Bellamy. You know, so -- and
25 that was six years ago.

1 GB: So you really can't say yes or no,
2 but you might be here?

3 ALM: I certainly might. You know, it's
4 just not something that I can -- I'm not sure
5 anybody could pin down that accurately. You know, I
6 had started, you know, trying to plan for that; and
7 I believe that planning for that as early as
8 possible is the only way to get in the position to
9 be able to retire early. And you don't really
10 always realize what -- until you start working on
11 that, you don't realize what all that means. It's a
12 big step as I'm sure anybody that starts thinking
13 about it knows. But uh -- I'm not sure anybody
14 could, you know, pin that down. I've set previous
15 goals and I've missed them; and, you know, I'm still
16 working.

17 GB: So your first choice would be to go
18 to SRO school. What would your second choice be?

19 ALM: Well, I'm not sure if I'd state
20 that as a choice. I guess in order to make choices
21 I need to know what the opportunities are; and I'm
22 not sure if you're saying that there is a large
23 variety of opportunities or there is only a limited
24 number of opportunities. I mean, you know, we have
25 an organization that already has people in the

1 slots.

2 GB: Yeah, and some of those people are
3 going to be moved around and that kind of stuff. I
4 don't know that I can at this time say what all the
5 opportunities are or not; but I've got some thoughts
6 and McCoy has some thoughts and some of our
7 management has some different thoughts. So, you
8 know, every time -- you've got a lot of people
9 involved in this. You have three new
10 Managers-in-Training coming up and a bunch of
11 Managers-in-Training coming out of their program, so
12 therefore, what's best for the organization -- when
13 you start to talk half a dozen plus people involved,
14 a dozen people involved, those permutations and
15 combinations become quite significant and that. So,
16 you know, you have an interest in going to SPO
17 school. Uh -- Jobs in the plant, besides my job,
18 okay, (laughter) let's start there. If you would
19 rank the various jobs in the plant. You have my job
20 and Green's job, okay. Besides those two jobs, what
21 jobs in the plant would you like or do you feel that
22 you are qualified for, in the order of preference.
23 Maybe that's the logical way for me to ask the
24 question.

25 ALM: Well, I guess -- you know, I think

1 I'm probably qualified for most of the jobs in the
2 plant.

3 GB: Okay.

4 ALM: And probably the only thing that I
5 lack in certain particular jobs is whatever
6 commitments we may have made to have an SRO on
7 Vogtle to fill certain jobs, like Skip's job or, you
8 know. I think I have the operations experience. I
9 have previous SRO training; and what I have not yet
10 had an opportunity to do is get SRO training on
11 Vogtle.

12 GB: Well, you know, if your choices were
13 other than the SRO jobs, which is Skip's job and
14 Green's job, if your choices were other jobs in the
15 plant, which ones would you pick?

16 ALM: Well, I guess among other jobs, you
17 know -- George, I've had opportunities to work a
18 lot of those jobs --

19 GB: Well, I'm asking you what your
20 preference is, basically, in the plant. I'll ask
21 you the same thing about corporate, or you may not
22 be interested in going corporate; but I'd like to
23 know if you have any interest, you know if --
24 besides --.

25 ALM: For example, George, I was

1 previously offered, essentially, the LeGrand
2 position at both Hatch, and I think there was some
3 discussion of that here. Obviously, I have already
4 held the engineering positions and --

5 GB: I'm asking in order of preference,
6 you know, or you kind of feel any good technical
7 job. Are you saying HP chemistry manager would be
8 choice No. 1 and, you know, choice No. 2 would be
9 I'm asking you to be specific here. You might want
10 to think about it and get back to me.

11 ALM: I guess if you want me to be that
12 specific, I probably would want to think about it a
13 little more.

14 GB: Okay. I'll let you think about
15 that.

16 ALM: Because one of the factors that I
17 would have that I would be interested in would be
18 the pay level of the position. Also, with
19 corporate, I think I already mentioned to you awhile
20 back an interest in the position that used to be
21 Jerry Kane's position when he held it.

22 GB: I want you to think about the jobs
23 in the plant. Just take our organizational chart
24 (Inaudible) on the 1950 organization, if you would,
25 you know, given your -- what you feel you're best

1 qualified for and what you would most likely do in a
2 position, and list those jobs in order of
3 preference.

4 ALB: Okay.

5 GB: So what, can I -- you're going to
6 give me a listing of the jobs and basically pull the
7 job you'd be interested in -- engineering or
8 licensing manager in corporate; and you would be
9 interested in going to SRO school as
10 Manager-in-Training?

11 ALM: Yes.

12 GB: What else can we talk about, as far
13 as career plans and long-term desires and short-term
14 desires and relationships with Georgia Power and
15 what you want to do? Is there any other information
16 I can get that might help me?

17 ALM: No, that's about everything I can
18 think of.

19 GB: Okay. I'm going to set up an
20 appointment with John Aufdenkampe, Mike Horton,
21 (inaudible), Steve Chesnut, Chris Eckert and kind of
22 ask them the same questions, what their desires are
23 and maybe some other things and try and get their
24 input before we make any decisions.

25 ALM: Tom asked for this meeting on a

1 week from Monday. What kind of time frame are we
2 going to make decisions on?

3 CB: I think that the meeting on a week
4 from Monday is you and Tom will start the turnover
5 process, I guess. I don't believe that we would
6 make final decisions on people until -- it will be a
7 longer process. Some of the Managers-in-Training
8 won't come out of the -- what I wanted them to do --
9 until September; and some come out sooner than
10 that. The -- you know, we have to give you an
11 assignment after the turnover process with Tom
12 Green. You're the first one, basically, on the
13 list. And we have to come up with a package to get
14 you going as Manager in Training and go to SRO
15 school, we'll go ahead and pick out some assignments
16 that are compatible with the class starting in
17 September that will help you along with that and
18 also help with certain things that we want done, you
19 know. For example, we still have the (Inaudible) in
20 the secondary plant, you know, and our procedures in
21 the secondary plant. You have some recommendations
22 there that you've been looking at and people in
23 certain aspects (Inaudible) getting things wrapped
24 up. So exactly when I make a decision and when my
25 management reviews the decision, I think it will be

1 a couple of weeks. When I go back, I've got to get
2 with all these people and find out what their
3 long-term career goals are and, you know, that type
4 of stuff, find out if anybody else wants to retire
5 in a short period of time and find out if they have
6 other things -- other irons in the fire (Inaudible)
7 people, and ask them point blank what their plans
8 are (Inaudible) so I can come up with some
9 recommendations for my management. So, I don't --
10 you know, I don't have an exact time frame; but it
11 will be a couple of weeks before the immediate stuff
12 and then long after that. So anything that you can
13 think of to help me will be appreciated in your
14 particular case.

15 ALM: Well, so, you know, I mean, I've
16 been taking care of security for a long time and
17 administration and, you know, those types of things;
18 and so the plan will be to have Tom take that over
19 here shortly and then --

20 GB: The plan would be that -- to have us
21 look like a 1050 organization and start talking to
22 you about turnover and that type of stuff and trying
23 to find out what you're doing and what things you've
24 got going as far as each of those, where you're
25 concerned about each of those areas. And you know,

1 he has purposefully stayed out of the organization
2 and out of the organizational issues while he was
3 Manager-in-Training. He was asked him to do that.
4 We further agreed that that would be the thing for
5 him to do; and now he has to get back into that
6 area, not next week, but the week after next, he's
7 going to start working with you with the goal being
8 that we would look like -- start looking like a 1050
9 organization. And that's why (Inaudible) assistant
10 general manager of plant support (Inaudible) and go
11 ahead and make that turnover to Tom and (Inaudible)
12 and I'll make the decision. And then what would you
13 like to do after that?

14 ALM: You know, I almost feel like, you
15 know, my -- you know, I'm losing my position; and
16 essentially the way this has been done is that it's
17 been deferred in the sense that, you know, that I
18 was the assistant general manager of -- assistant
19 plant support manager, I guess, was the actual title
20 and, you know, I basically, in that capacity, you
21 know, was the plant support manager as well because
22 Tom was not doing that job.

23 GB: That's right. Tom was --

24 ALM: And I was in that position for a
25 long time and then Tom went away to license school

1 and, you know, now that he's back, you know,
2 essentially, you've already deleted the position
3 that I was holding, you know.

4 GB: That position was deleted from the
5 organization. And, you know, at the annual review
6 that was -- I talked to you and, you know, I
7 explained that to you.

8 ALM: Yeah, you explained it to me; but I
9 didn't like it.

10 GB: Yeah. You know, when you go through
11 a reorganization and you go from, I don't know, 1280
12 some odd to 1050, you've got to eliminate some
13 positions and reorganize some positions; and whether
14 you're a security officer or a, you know, a general
15 manager, some people are going to be unhappy.
16 That's part of the process. (Inaudible) And I would
17 like to get, you know, your interests and your
18 career objectives here so I can best find a job that
19 at least takes that into consideration. It may not
20 be what you want to do; but at least I've heard your
21 thoughts on that. You know, we probably would all
22 like to have McDonald's job or Farley's job or Ed
23 Addison's job; but for whatever reason, we are not
24 at the right place at the right time to have those
25 jobs.

1 ALM: Well, okay. I'll give you input on
2 what I'm interested in; but, you know, I think, as I
3 told you before, you know, I feel like I'm being --
4 I'm the one that's losing status and losing
5 responsibility and losing position and have been in
6 an on-hold condition for a long period of time.

7 GB: Yeah, you know, I won't disagree
8 with that. I mean, I don't see it -- you know, I
9 think others in the organization take Rob
10 (Inaudible), for example, he lost level, and he lost
11 what he considered a title, and he wants to go back
12 to operations; and we may be able to accommodate
13 that for Rob (Inaudible) what he had done in the
14 past. Take Colin Kitchens, I think some different
15 are in the forest for Colin (Inaudible). Take some
16 other people in the organization and they lost level
17 and lost titles and, you know, are off to basically
18 do different things. Take some of the
19 Managers-in-Training, they probably will lose title
20 and, you know, levels and (Inaudible). So yes, that
21 happens in a reorganization. At the same time, I'd
22 like to do the best I can for everybody, so I want
23 to talk to them about it. Tom Greene is the first
24 one to complete the Manager-in-Training program and
25 that's what (Inaudible) the plant has. If you get

1 the other experiences, the the other managers-in you
2 might want to get the training.

3 ALM: Okay.

4 GB: Okay. I'd like to try to do it
5 maybe on Monday, if you can tell me what other jobs
6 you'd be interested in.

7 ALM: Fine.

8 GB: Okay. What else have we got?

9 ALM: That's it.

10 GB: Okay, good.

11 (Pause in tape.)

12 ALM: Well, George confirmed it.

13 Uh-huh.

14 CAROLYN TYNAN: Did you find any new
15 information?

16 ALM: No, not much.

17 (Telephone rings.)

18 TYNAN: This is Carolyn. What are you
19 doing? Are you on a break? What? Yes I am. Are
20 you on a break?

21 * * * *

22 (End of Tape 72, Side A)

23

24

25