

UNITED STATES OF AMERICA
NUCLEAR REGULATORY COMMISSION

INTERVIEW OF)
)
JOHN W. ODOM, III)

Nuclear Support ^{Center} System *J*
South Texas Project
Bay City, Texas
Thursday, July 16, 1992

The above-entitled interview convened, pursuant to notice, in closed session at 4:15 p.m.

ON BEHALF OF NRC:
VIRGINIA VAN CLEAVE, Investigator
Arlington, Texas

ON BEHALF OF THE WITNESS:
WILLIAM E. BAER, JR., ESQ.
Newman & Holtzinger, P.C.
1615 L Street N. W.
Washington, D. C.

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P R O C E E D I N G S

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2 MS. VAN CLEAVE: For the record, this is an
3 interview of John W. Odom, III, [REDACTED]
4 [REDACTED] date of birth [REDACTED] who is 7c
5 employed by Houston Lighting and Power South Texas Project.

6 The date is July 16 1992 and the time is 4:15 p.m.
7 Present at this interview are myself, Virginia Van Cleave,
8 an investigator for the NRC Office of Investigations, and
9 William Baer, attorney with Newman and Holtzinger.

10 This interview is being tape recorded by court
11 reporter Tom Whiteside.

12 Mr. Odom, if you would please stand and raise your
13 right hand.

14 Whereupon,

15 JOHN W. ODOM, III

16 was called as a witness and, having been first duly sworn,
17 was examined and testified as follows:

18 MS. VAN CLEAVE: Before we get into the main body
19 of the interview, I have a few questions that I want to go
20 over regarding Mr. Baer's presence.


21 Does your employer require you to have an attorney
22 present when you talk to the NRC?

23 THE WITNESS: No, ma'am.

24 MS. VAN CLEAVE: Is Mr. Baer acting as your
25 personal representative?

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1 THE WITNESS: Yes, he is.

2 MS. VAN CLEAVE: Did you select him personally or
3 did your company select him for you?

4 THE WITNESS: Mr. Baer offered his services and I
5 selected him as my attorney.

6 MS. VAN CLEAVE: Mr. Baer, who is your employer?

7 MR. BAER: Newman and Holtzinger.

8 MS. VAN CLEAVE: Are you acting as Mr. Odom's
9 personal representative?

10 MR. BAER: Yes, I am.

11 MS. VAN CLEAVE: Does your firm represent any
12 other party associate with South Texas Project?

13 MR. BAER: Yes, it does.

14 MS. VAN CLEAVE: And do you personally represent
15 any other parties at the South Texas Project?

16 MR. BAER: Yes, I do.

17 MS. VAN CLEAVE: And who is that?

18 MR. BAER: Houston Lighting and Power Company and
19 the other individuals who have been subpoenaed in connection
20 with this investigation.

21 MS. VAN CLEAVE: Do you personally represent
22 Houston Lighting and Power with respect to this interview?

23 MR. BAER: Yes, I do.

24 MS. VAN CLEAVE: Do you believe a potential
25 conflict of interest could arise in the course of this

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1 interview?

2 MR. BAER: Well, it is always possible that a
3 potential conflict of interest may arise. At this time I do
4 not foresee such a conflict.

5 MS. VAN CLEAVE: If a potential conflict of
6 interest arises, what will you do?

7 MR. BAER: If a potential conflict arises, I will
8 stop the interview, I will consult with Mr. Odom and we will
9 discuss how to proceed at that time.

10 MS. VAN CLEAVE: Mr. Odom, do you understand that
11 Mr. Baer represents other parties associated with the South
12 Texas Project?

13 THE WITNESS: Yes, I do.

14 MS. VAN CLEAVE: And what is your understanding of
15 who will pay Mr. Baer's fee?

16 THE WITNESS: Houston Lighting and Power.

17 MS. VAN CLEAVE: With that understanding, do you
18 still want Mr. Baer as your representative?

19 THE WITNESS: I do.

20 EXAMINATION

21 BY MS. VAN CLEAVE:

22 Q Mr. Odom, what is your current position with South
23 Texas Project?

24 A I am the nuclear human resources manager.

25 Q So does that mean you are the overall manager of

1 what used to be considered personnel?

2 A That's correct. Personnel services, employment
3 recruiting, compensation and benefits personnel type
4 functions, that's correct.

5 Q And how long have you held that position?

6 A Approximately four and a half years. I assumed
7 the position on December 16th 1987.

8 Q And prior to that were you employed by Houston
9 Lighting and Power?

10 A Yes, I was.

11 Q Were you onsite here?

12 A No, I was not. I was the compensation and
13 benefits manager for Houston Lighting and Power located in
14 Electric Tower in Houston.

15 Q How long have you been employed by HP&L? *HL&P* 

16 A I was employed November 4th 1968. It will be 24
17 years in November.

18 Q As I'm sure you are aware, I'm here to look into
19 the circumstances surrounding the revocation of access of an
20 individual named Thomas Saporito.


21 My first question, and I recognize because
22 everyone tells me that it's a general question, is when did
23 you first become aware of Mr. Saporito?

24 A When did I become aware of Mr. Saporito?

25 Q Yes. I mean did you know him? Had you run into

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1 him prior to his filing his 2.206 petition? Did you know
2 him at all? Did you have -- You were the head of personnel.
3 Did you have any dealings with him prior to that time?

4 A No, I did not.

5 Q When did you first learn of his existence, if you
6 will?

7 A The first time I saw Mr. Saporito's name was on
8 the 2.206. I saw a FAXed copy. I do not know the exact
9 date. It was prior to February 21st. That's what my
10 calendar indicated his access was revoked. It was the day
11 that we received the 2.206. I saw ^{his} name on the 2.206. 

12 Q Where did you see the 2.206?

13 A I was in the executive area and I was involved in
14 a meeting and we were told that we had received a 2.206 for
15 Mr. Saporito.

16 Q Who told you that?

17 A I was in a meeting with -- as I recall, it was Mr.
18 Hall, Mr. Jump, myself and Mr. Kinsey and I do not recall
19 who else was in that meeting. That was in late afternoon.

20 Q Whose office was it in?

21 A It was in Mr. Hall's office.

22 Q Were you called into his office to attend this
23 meeting?

24 A I was present in the area and I don't know exactly
25 why I was in the area and then I was called in the office.

1 Q I guess what I'm asking you is was your presence
2 kind of accidental in this meeting? You were kind of going
3 down the hall and did somebody call you in, or were you
4 specifically in the area to attend the meeting regarding the
5 2.206?

6 A I was not in the area to attend the meeting on the
7 2.206. I was in the area. I do not know exactly why. I
8 was then handed a copy of the 2.206 and then I was asked to
9 come into Mr. Hall's office.

10 Q And why were you asked to attend this meeting?
11 What would be your function regarding a 2.206?

12 A At that time, background investigations, the
13 background group and the central processing was part of my
14 organization. The processing facility was part of the human
15 resources organization.

16 Q And how did that relate to the 2.206?

17 A That I do not know. I do not know why I was
18 informed. I don't know.

19 Q Did anyone ask you if you knew this individual --
20 Mr. Saporito?

21 A No.

22 Q Did anyone ask you for his nuclear file or
23 personnel records or anything like that?

24 A I left the office and I requested the nuclear file
25 be delivered to me. I wanted to see the nuclear file on Mr.

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1 Saporito.

2 Q Why?

3 A I wanted to know the individual. I wanted to get
4 a little background on the individual that filed a 2.206.
5 That was my primary interest.

6 Q Did anyone ask you to do that?

7 A Nobody asked me, no. I asked one of my employees
8 that was present in the area to get the file for me.

9 Q Who was that?

10 A Bob Smith.

11 Q And did he then bring you the file?

12 A Bob Smith called the central processing facility.
13 Janie Hobbins, who was the supervisor, hand-carried the file
14 over to me.

15 Q The record reflects that his nuclear file was
16 checked out on February 11th 1992. Do you think that would
17 be the date of the meeting? It was checked out by Mr.
18 Smith.

19 I should say approximately. The records are
20 incomplete on checking out that file.

21 A I do not know the exact date.

22 Q During this meeting that you said you attended
23 with Mr. Hall, Mr. Kinsey and Mr. Jump, did you receive any
24 instructions as to any action you should take regarding this
25 2.206, or regarding Mr. Saporito?

1 A I received no specific instructions or actions.
2 During that meeting and the following meeting the next
3 morning, I think it was emphasized the confidentiality of
4 this issue and Mr. Jump was assigned the task of
5 coordinating the efforts for the 2.206 and we were to
6 support Mr. Jump in whatever he needed. Those were the only
7 specific actions I know.

8 Q To your knowledge had there been a 2.206 filed
9 here at Houston Lighting and Power before this one?

10 A I do not know.

11 Q I guess I still can't really understand your role
12 in the 2.206.

13 A Part of the access authorization program which
14 included the background investigations, fitness for duty
15 program, did belong to me, as far as my department. I do
16 not know exactly why I was part of that discussion but that
17 was the assumption I made.

18 Q Because of some of the concerns raised in the
19 2.206, is that what you mean?

20 A They were general type concerns and I think they
21 dealt with some of the security issues. I can't remember
22 the specifics of the 2.206. I did not have any actions in
23 that.

24 Q When you got Mr. Saporito's nuclear file, you have
25 said that you reviewed it. Did you give it to anyone else?



1 A Mr. Kinsey was present. Mr. Kinsey did review the
2 file. I later turned the file over to Mr. Jump who was the
3 program project coordinator of the 2.206. Yes, I did turn
4 it over to him.

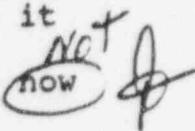
5 Q When you say you turned it over to him, what do
6 you mean?

7 A I gave him the file.

8 Q And did he keep it?

9 A Yes, he did.

10 Q How long?

11 A That I can't recall. I remember getting it back
12 and we did give it back to central processing or I gave it
13 to Bob Smith to get back to central processing but I do ^{not}
14 know exactly how long we had the file. _{now} 

15 Q Do you recall did you give it to Mr. Jump that
16 same day, that same evening?

17 A I believe it was that same evening outside --
18 Well, Jump and I both smoke and we stepped outside and I did
19 turn the file over to him as we smoked a cigarette.

20 Q Outside outside or outside someone's office?


21 A Outside the building.

22 Q Outside the building?

23 A In the rear, right.

24 Q And he kept it?

25 A Yes, he did.

1 Q The records reflect the file was returned to
2 central processing ^{by} Mr. Smith on February 20th of 1992. 

3 Now Mr. Smith has stated you returned it to him
4 somewhere around the 14th to the 17th of February -- two to
5 three days after you received it and two to three days
6 before he turned it in, so I've reconstructed that to mean
7 about the 14th to the 17th.

8 Do you recall when you gave it back to Mr. Smith?

9 A No, I don't. I cannot remember when I gave that
10 back to him, no.

11 Q Did you receive it from Mr. Jump?

12 A Yes. That's my recollection. That's what I
13 recall.

14 Q Do you recall whether or not you kept it your
15 possession for any length of time or if you gave it
16 relatively quickly to Mr. Smith?

17 A I do not remember one way or the other. I would
18 under normal conditions return that immediately to him to be
19 placed back in CPF, but I do not remember what I did.

20 Q Did you give Mr. Smith any instructions regarding
21 the file when you did return it to him?

22 A None that I recall, other than return it to the
23 central processing facility. That's the only thing I can
24 recall.


25 Q He has stated that you told him to hold onto it

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1 for a little while because licensing might need it again.

2 Do you recall that?

3 A No, I don't. That doesn't surprise me if Bob says
4 that. That is possible that that happened. I don't
5 remember it that way exactly. I don't remember that one way
6 or the other but that is possible that I did instruct him to
7 do that.

8 Q You may not be able to answer this if you don't
9 recall that, but why would you think licensing might have
10 needed it again?

11 A I don't know. I don't know other than just an
12 assumption that they may need it again. I don't know. I do
13 not recall telling Bob to do that, but it's possible that I
14 did.

15 Q Did Mr. Jump say anything to you when he returned
16 it to you?

17 A No, he did not.

18 Q So he didn't ask you to hold onto it or to keep it
19 out?

20 A No, I don't remember him asking me to do that, no,
21 because it was -- I had turned it over to him. I don't know
22 any reason he would ask me to hold it. He could have kept
23 it a few more days if he had needed it.

24 Q Do you know Mr. Saporito? Have you met him?

25 A No, I have not.

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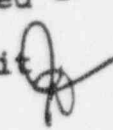
1 Q Have you ever talked to him on the phone or
2 anything like that?

3 A No.

4 Q Did you ever receive any correspondence from him?

5 A No, I have not.

6 Q Did you attend any more meetings or have any other
7 conversations regarding Mr. Saporito's 2.206?

8 A Yes. I attended a meeting when Bill Baer was
9 present. I believe Wayne Harrison in licensing conducted -
10 -I believe it ^{was} Wayne Harrison ^{who} conducted the meeting and it 
11 had to do with responses to the 2.206 and actions that
12 people carried out of there.

13 I believe Dick Balcom -- I recall he being there
14 and myself, Wayne Harrison and Bill Baer. I don't recall
15 the other participants.

16 That's the only meeting -- I mentioned the evening
17 meeting and the following morning that we had a meeting and
18 that meeting and that's the only meetings that I've
19 attended.

20 Q Were you assigned any responsibility in any of
21 those meetings to respond to any particular aspects of the
22 2.206?

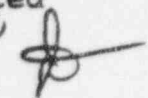
23 A No, I was not.

24 Q Were you requested to attend those meetings?

25 A Yes, I was.

1 Q And why were you asked to attend those meetings?

2 A That I don't know other than possibly I had
3 attended the original meeting and that again my assumption
4 is the background investigation files, nuclear files,
5 resided in my central processing facility.

6 Q And you did not attend any -- Well, you presented
7 me with one page from a calendar and it says ^{Walt Hinson} ~~Walt Henson~~ 
8 access denial February 21st and you stated that that refers
9 to Mr. Saporito, is that correct?

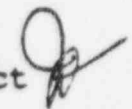
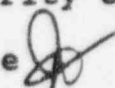
10 A That is correct.

11 Q So before this date, February 21st -- Let me
12 rephrase that.

13 Between what I believe to be February 12th when
14 you had a morning meeting and then this meeting that you
15 mentioned with Mr. Harrison, did you attend any other
16 meetings in which Mr. Saporito --


17 A None that I can recall, no.

18 Q Did you have any conversations with Mr. Jump about
19 Mr. Saporito?

20 A I recall Mr. Jump telling me prior to my meeting
21 with ^{Walt Hinson} ~~Walt Henson~~ that he had requested that security conduct 
22 an investigation and I was aware ^{Walt Hinson} ~~Walt Henson~~, the 
23 investigations manager, was conducting an investigation on
24 Mr. Saporito's background. I don't recall when that
25 conversation took place. It was very close to the 21st.

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
1 That's about all I can remember.


2 Q Why were you informed of that?

3 A I got the impression -- again this is an opinion
4 -- that there was information that could be considered I
5 guess contradictory, information that was in the background
6 investigation file or the security file. Mr. Saporito's
7 employment history was one area.

8 Q What is your role in adjudication of employees and
9 any subsequent actions such as denial or revocation of
10 access?

11 A On access denial and the access authorization
12 program, I have no function. I do have signature authority
13 on badge transaction forms, and HL&P employees I have some
14 authority, but Mr. Saporito is a contractor so I had no
15 authority in the adjudication process.

16 Q Then why did you attend the meeting with Mr.
17 ~~Henson~~ ^{HINSON} on Mr. Saporito's access denial? 

18 A I was presented a badge transaction form by Mr.
19 ~~Henson~~ ^{HINSON} revoking Mr. Saporito's access. 

20 Q When?

21 A On the 21st of February.

22 Q Were you notified prior to that time?


23 A Yes, ma'am.

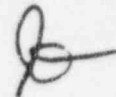
24 Q When?

25 A The night before, on the 20th, somewhere in the

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1 neighborhood of 8:00 or 9:00 o'clock, I was called at my
2 apartment to ask if I would be available Friday morning by
3 Dick Balcom, and said that they were revoking Mr. Saporito's
4 access and would I be available on the 21st at 8:00 o'clock
5 to meet with Mr. ^{Hanson} Henson to sign the badge transaction, *feron* 
6 removing his badge from the east gatehouse.

7 Q You said you have signature authority. Is it
8 standard for you to sign these forms?

9 A Yes, I sign those daily.

10 Q So there was nothing unusual about him calling you
11 at home?

12 A No. Oh, calling me at home? My understanding
13 from Dick was he was not going to be onsite the next day and
14 wanted to make sure somebody was here that had signature
15 authority and he called me.

16 Q How many people have signature authority? Do you
17 know?

18 A The direct reports to Mr. Hall, the plant manager.
19 I don't know exactly. There is a list that's published that
20 shows those individuals.

21 Q Are there several of them?

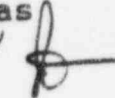
22 A Approximately ten, I would say, or more probably.

23 Q Do you know why you were contacted regarding Mr.
24 Saporito?

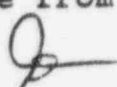
25 A Dick indicated that several people were going to

1 be off the project Friday. On Friday sometimes, according
2 to him there's not a lot of people here. I think he just
3 checked with me. I've been -- I have signed a lot of
4 transactions lately. I think people know that I am
5 available to do that if they need it. All I know is Dick
6 just called me to make sure somebody was here.

7 Q Did he explain the circumstances surrounding the
8 decision to revoke Mr. Saporito's access?

9 A Not that I recall. He did tell me that he was
10 going to -- his badge had been revoked and Mr. ^{HINSON} Henson 
11 brought the transaction form. I then asked him prior to
12 signing if he would brief me on his investigation and I did
13 review his investigation file prior to signing the
14 transaction form revoking it.

15 Q What did his investigation file consist of?


16 A He had -- I believe it was a 210 appeal case from
17 Florida that, according to Mr. ^{HINSON} Henson, indicated some 
18 employment discrepancies. He had his interview notes from
19 Mr. Saporito's interview.

20 He did tell me that he did sit down and interview
21 Mr. Saporito, and his conclusions were that Mr. Saporito
22 omitted, willfully omitted information on his background.

23 Q Is it standard for you to ask for some specific
24 information regarding an access denial or revocation?

25 A I would never sign an access denial without proper

1 backup or see the information myself.

2 Q Were you satisfied with the information that Mr.
3 ^{HENSON} Henson gave you? 

4 A Absolutely.

5 Q Did you believe that access revocation was a
6 proper course of action in this case?

7 A Absolutely.

8 Q The forms -- I have two forms and I would like you
9 to explain them, if you wouldn't mind. I can't quite
10 understand them. They are both transaction forms. They
11 have different dates and they say different things up at the
12 top for reason for action.

13 Is that your signature on both of them?

14 A That's correct. That's the 21st. That was the
15 revocation. Yes, I remember signing that.

16 Q The page behind it is another form. Can you
17 explain why there are two of these and what they mean?

18 A Yes. This was placing the badge on hold. I'm
19 trying to rack my memory cells on this one.

20 This placed the badge on hold and this revoked it,
21 had it removed from the east gatehouse.

22 Q Do you recall signing two separate forms?

23 A Yes, but I don't remember the sequence. That's
24 what I'm trying to get -- I do not remember the sequence.
25 This was placing the badge on hold and this was revoking the



1 access and having the badge removed. No, I do not remember
2 the sequence.


3 Q What does placing the badge on hold mean?

4 A We generally -- If there is information, an
5 investigation going on that's -- We do it in personnel work.

6 For instance, if we have an investigation on an
7 employee that's possible wrongdoing -- well, not wrongdoing
8 as defined by NRC but wrongdoing as opposed to company
9 policy -- we could have a badge placed on hold pending the
10 outcome of the investigation.

11 In this particular case, it was a security
12 investigation and we have placed badges on hold pending the
13 outcome.

14 Q Do you recall signing --

15 A No, I do not and that's bothering me because I do
16 not remember signing that particular form. I definitely
17 remember the meeting with ^{Walt Hinson} ~~Walt Henson~~ on this, revoking the 
18 access.

19 Q There are two dates on that other form and one of
20 them --

21 A And it's been lined through and initialed by me.

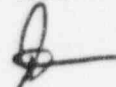
22 Q Does that appear to be your initials?

23 A Absolutely.

24 Q You had stated earlier that you did not recall any
25 discussion about Mr. Saporito's adjudication until Mr.

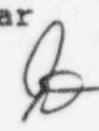
1 Balcom called you at your apartment at Bay City the evening
2 of the 20th and that was one of my questions, but if the
3 date initially was the 20th, you can't --

4 A No, I do not, other than the date I signed this
5 was the 21st and I signed it on the 21st and wrote 20th and
6 then lined through it and initialed on the 21st. I don't
7 know.

8 Q But you said you met -- Your calendar indicates
9 you met with Mr. ^{HINSON} Henson -- 

10 A On the 21st.

11 Q -- on the 21st at 8:00 o'clock. Why would you
12 need to put his badge on hold on the 21st?

13 A That I don't -- I don't remember this particular
14 form. I really don't. I notice that ^{Watt} ~~Watt~~ lined through 
15 his. I don't know.

16 Q So you don't recall signing this form putting Mr.
17 Saporito's badge on hold on the 20th of February? Is that
18 accurate that you do not recall?

19 A I do not recall. I do not recall signing this
20 form. I have a very good memory of this prior to signing
21 this particular form.

22 Q And does that appear to be your signature on that
23 second form?

24 A Yes, it does and those are my initials.

25 Q Would there be any purpose for signing a second

1 form on the 21st if at 8:00 in the morning you signed a form
2 revoking his access?

3 A The only thing I can think of was from an
4 administrative, for security to have somebody that they had
5 placed his badge on hold the night before and to get my
6 signature on the transaction form. I do not know.



7 Q Could they place his badge on hold without
8 someone's authorization signature?

9 A Yes. The security manager can place his badge on
10 hold.

11 Q Would they need an authorization signature to
12 complete the procedure?

13 A As far as revocation?

14 Q No, that second form, the placing the badge on
15 hold.

16 A I am not that familiar with ^{DMR} ~~OR~~ procedure on that. 
17 I really do not know. 

18 Q But to your knowledge, Mr. Balcom could have
19 placed Mr. Saporito's badge on hold without an authorization
20 signature from you or one of the other ten?


21 A That is my understanding. I wish I could explain
22 this better, but I can't.

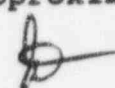
23 Q You just don't recall?

24 A I don't recall.


25 Q Do you recall signing two forms, two separate

1 forms for Mr. Saporito?

2 A No, I don't. I'm trying to search my memory cells
3 and that I do not recall. Again, I do remember the meeting
4 and the discussion ~~this~~, approximately a 30-minute meeting. 

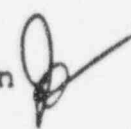
5 Q With Mr. ^{HINSON} ~~Henson~~? 

6 A Yes.


7 Q And does the standard procedure for him -- if he
8 wanted to revoke access on an individual, is it the standard
9 procedure for Mr. ^{HINSON} ~~Henson~~ to meet with you or one of the 
10 other nine people --

11 A Right.

12 Q -- and bring an access transaction form with him?
13 Is that standard procedure? Who fills this out?

14 A Whoever is the requester. In this particular
15 case, it was ^{Walt Hinson} ~~Walt Henson~~. He was requesting the transaction 
16 to take place.

17 Yes, generally the requester is the one that
18 brings it or a designated person within their organization.
19 We have certain revocations -- for instance, if it's not for
20 cause, RIFs, they would normally hand-carry those to me.

21 In this particular case, Mr. ^{HINSON} ~~Henson~~ was the 
22 requester and he hand-carried it to me.

23 Q Do you have any input or could you have any input
24 into the decision whether or not to revoke or to deny
25 access?

1 You said you would not sign the form until you
2 understood the circumstances surrounding the decision.

3 A That's correct.

4 Q If you were unhappy with the explanation, could
5 you or whoever ask that additional investigation be
6 performed, additional information be provided to you?

7 A Absolutely. Primarily in the employment area we
8 have terminated HL&P employees, conducted investigations and
9 I have requested additional information, yes.

10 Had I not been comfortable or agreed or concurred
11 with the conclusion that Mr. ~~Henson~~^{WINSON} had, I would not have
12 signed this form and would requested it go back for further
13 investigation.

14 Q Have you ever taken that kind of action regarding
15 a contractor employee, as Mr. Saporito was?

16 A No, ma'am, not that I can recall.

17 Q Do you recall signing other transaction forms,
18 access transaction forms on contractor employees?

19 A Quite a few, yes, ma'am.

20 Q How about for cause?

21 A No, ma'am. This is the only one that I can recall
22 that I had for a contractor for cause.

23 Q Do you know who usually signs the authorization on
24 contractor --

25 A Let me correct that, ma'am. May I correct that?

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1 Q Sure.

2 A In the fitness for duty program, I have signed
3 badge transaction forms revoking access under fitness for
4 duty failures.

5 Q What about for adjudication procedures?

6 A None that I can recall.

7 Q And do you know who usually -- if there is such an
8 individual -- signs the authorization for revocation or
9 denial in those cases?

10 A No, I do not. Security would do the investigation
11 and, again, one of the authorized ten people or whoever
12 would sign the badge transaction form.

13 Q Does Mr. Jump have authority to sign?

14 A To my knowledge he does, yes. The last list I
15 saw, he did.

16 Q And a list of the individuals who can sign that is
17 available?

18 A Yes, ma'am. Would you like me to --

19 Q I may ask for that after the conclusion of this
20 interview.

21 In this case, though, you've stated that Mr.
22 Balcom called you and told you that a number of people were
23 not going to be available the next day.

24 A That was my understanding, yes.

25 Q And Mr. ^{HINSON} ~~Henson~~ then met with you and you discussed

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1 the situation, you signed the form, you gave it back to him.

2 Did you have any further involvement in Mr.
3 Saporito's case?

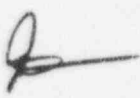
4 I'm still not too sure how human resources fits
5 into this. I know that there is a delineation between HL&P
6 employees and contractor employees and I understand that
7 human resources has the authority and responsibility for the
8 HL&P employees.

9 Did you have any further involvement in Mr.
10 Saporito's case as the director of human resources? Do you
11 help process him out or anything like that?

12 A Yes, we do. Since we had that -- At that
13 particular time, the central processing facility and the
14 fitness for duty program -- the central processing consisted
15 of in and out processing and coordination of that, and the
16 background investigations section so, yes, my organization
17 did process Mr. Saporito out.

18 Q What's the standard procedure that Mr. ^{HINSON} Henson 
19 would have followed?

20 A Mr. Saporito would have been escorted -- it's my
21 understanding -- Are you talking about the way we would
22 physically handle processing?


23 Q Yes. He's got this form now. You've authorized
24 revocation of Mr. Saporito's access. I guess Mr. ^{HINSON} Henson 
25 took it somewhere so I'm just trying to get an understanding


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1 of what the usual procedure would be.

2 How would Mr. ^{HINSON} Henson then proceed since he was the 
3 requester in this case?

4 A The normal process ^{as I understand it} ~~of my understanding~~ is that Mr. 
5 ^{HINSON} Henson would hand-carry that to the east gatehouse and that
6 would be entered into the security system and then Mr.
7 Saporito's badge would also be taken out of the rack and
8 they would make a notation in the security system computer
9 and then Mr. Saporito would be processed out of South Texas
10 through the central processing facility.

11 Q Did you have any further dealings with Mr.
12 Saporito's access revocation?

13 A No, ma'am.

14 Q Did you have any further conversations with anyone
15 regarding Mr. Saporito's access revocation?

16 A We have currently a 210 complaint that we're
17 dealing with. I've had discussions in that regard. We are
18 addressing the Section 210 complaint at this time.

19 I do not recall any discussions regarding the
20 2.206 or the access authorization, no.

21 Q I guess you discussed it with Mr. Baer?

22 A Yes, with my attorney, that's correct. I'm sorry.
23 If that's what you're referring to.

24 Q I'm just referring to any discussions.

25 A I have had discussions with Bill Baer.

1 Q Are you familiar with the adjudication process at
2 all?

3 A The past adjudication process? No, ma'am, I'm not
4 that familiar with that.

5 Q You said that to the best of your knowledge this
6 was the only time that you had signed as authorization for a
7 contractor employee as a result of an adjudication process
8 and investigation.

9 Did you believe that this action was consistent
10 with the standard practice at this plant?

11 A Yes, and the standard practice for Houston
12 Lighting and Power. Yes, I do. I did then and I do now.

13 Q What made you believe that? What did you base
14 your belief on? I say "did," when you made your decision
15 here to sign this form, what did you base that belief on?

16 A Basically on the practice that we have followed
17 regarding employment practices in the company and our
18 dealings with security in the past when we had similar
19 investigations.

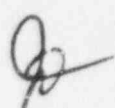
20 My department personnel will conduct an
21 investigation, and we have done that in parallel with
22 security, regarding information that we've received that
23 doesn't match the employment application.

24 We have terminated ^{HL4P} ~~HP&L~~ employees and security has
25 worked in parallel with us on the same issue they -- they

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1 have been looking at access and we were looking at
2 employment.

3 The information that Mr. ^{WINSTEIN} Henson provided to me was 
4 consistent and the action we took was consistent with the
5 way we've handled our employment practices and access in the
6 past, that I'm aware of.

7 Q You said that you sometimes conduct investigations
8 in parallel. Is that only HL&P employees or does that
9 include contractor employees?

10 A That would be HL&P employees.

11 Q Only?

12 A Only.

13 Q Have you received any instructions from anyone
14 about how to respond to questions regarding Mr. Saporito's
15 termination or access revocation?

16 A Explain that again. I'm sorry I missed it.

17 Q Have you received any instructions on how to
18 respond to any questions regarding Mr. Saporito's access
19 revocation?


20 A Regarding this interview? Are you referencing
21 this interview?

22 Q No, just in general.

23 A I've been -- I was instructed, specifically by Don
24 Hall in a meeting with Will Jump, Warren Kinsey -- that
25 meeting I mentioned earlier -- to handle this in a

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1 confidential manner and to support Mr. Jump's efforts in
2 addressing the 2.206. That's basically the only instruction
3 I've received.

4 Q But that didn't have anything to do with Mr.
5 Saporito's access revocation.

6 A That is correct.

7 Q You have not received any instructions regarding
8 that specifically?

9 A No, I have not.

10 MR. BAER: Let me clarify.

11 Have you received any instructions on how to
12 handle inquiries from the outside world on Mr. Saporito's
13 employment here?

14 THE WITNESS: Yes, I am to refer that to Mr. Jump.
15 Anything regarding Mr. Saporito's case in this arena and the
16 access, I will deal with Mr. Jump who has been appointed as
17 the point person with the law firm of Newman and Holtzinger.

18 BY MS. VAN CLEAVE:

19 Q We've discussed a few meetings and a few
20 conversations. Are there any other meetings or any
21 conversations you can think of that you were a party to
22 where the method of or the reason for revoking Mr.
23 Saporito's access was discussed?

24 A None that I can recall. The two meetings I had in
25 Mr. Hall's office. I had the one short meeting with Mr.



1 Jump that I mentioned and Mr. ^{HINSON} Henson and then the one phone
2 call from Dick Balcom. That's all I can recall as far as
3 specific to the 2.206 and the access.

4 Now that does exclude the 210 litigation that we
5 currently have.

6 Q What is the ^{HL&P's} ~~H&P's~~ general policy regarding
7 providing information former employees to prospective
8 employers who call and ask for a reference?

9 A We have a policy that clearly lines out the
10 company and STP position on that. We do require a release
11 from an employee to provide information other than we will
12 provide employment dates and the position the person held at
13 the time they left. Any other information we do require a
14 release and it has to be -- an HL&P employee has to come
15 through the human ^{resources} ~~sources~~ department for review.

16 Q What about a contractor employee?

17 A The policy also addresses that, that we have now
18 recently become the point and we will work with the
19 departments, but we do want a release.

20 Q From either an HL&P employee or a contractor
21 employee?

22 A That is correct.

23 Q What about back in March and April timeframe?

24 A We did not have a policy that addressed
25 contractors specifically. We currently do.

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1 Q What practice did you engage in?

2 A Our practice and our advice that we have given
3 site management is do not release any information on any ex-
4 employee, ex site employee, without coming through and
5 getting advice from human resources.

6 We do get office of -- I can't remember the name
7 of it -- I dealt with the lady the other day that she's
8 trying to get information. I have asked her for a release
9 on a prior contractor.

10 We do tell site management to contact us if in
11 doubt and we will coordinate that.

12 Q Are you aware of a prospective employer of Mr.
13 Saporito contacting the site, attempting to get information
14 regarding Mr. Saporito's access revocation?

15 A No, I don't. There was -- My personnel services
16 manager did make me aware of a phone call to Mr. DeLong but
17 that was after - No, that was while he was here, regarding
18 Mr. Saporito. We were made aware of that.

19 Q Who was -- you said your personnel --

20 A Betty Brown. She is currently working with the
21 210 complaint. She's handling the coordination of that.

22 Q This company, which is NSS out of Pennsylvania,
23 did send at least one FAX and possibly two here to the site
24 asking for information regarding Mr. Saporito's access
25 revocation. Apparently there was never a response made.

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1 Are you familiar with that situation at all?

2 A No, I'm not.

3 Q Who would ordinarily handle something like that?

4 A Was it a suitable inquiry?

5 Q One of them went to Mr. Woods and I believe that
6 one went to someone in personnel. I'm not sure who the
7 individual was.

8 A I'm not aware of that. That would normally be
9 handled out of the central processing facility. Janie
10 Hobbins coordinates that.

11 Q They were trying to obtain information as to why
12 Mr. Saporito's access was revoked and I have seen the FAX,
13 and in fact there was one here -- I have a copy of that.

14 Here's one of them. This is the one that went to
15 Andy Woods. Is there a date on there -- March 30 '92,
16 asking -- As you can see, it's asking for specific
17 information, not just fitness for duty or dates of
18 employment. Are you familiar with this request?

19 A No, I'm not. I've not seen that before.

20 Q If Mr. Woods was uncomfortable with this, who if
21 anyone would he contact in human resources concerning
22 relating this kind of information to another company? There
23 is a release behind it signed by Mr. Saporito.

24 A He would contact Betty Brown, who is the manager
25 of personnel relations in my department.

1 Q Would she ordinarily inform you of a request like
2 this?

3 A No, not necessarily. In most cases, no, I would
4 never know about that. It would be something that would be
5 followed in her normal scope.

6 Ms. Brown was not aware of the Saporito 2.206
7 issue. She was later made aware of the 210. No, I would
8 not receive that.

9 Q If you got a request for information as to why
10 someone's access was revoked or denied and they signed a
11 release, a general release, would you ordinarily provide
12 that information to a requesting potential employer?

13 A Yes, we can provide that.

14 Q You can provide that but you are not aware of this
15 particular situation.

16 A No, I am not.

17 Q Do you think that Betty Brown would be someone who
18 might have some information regarding this situation?

19 A The situation regarding --

20 Q This -- Apparently NSS attempted to get
21 information regarding Mr. Saporito's access revocation and
22 were unable to do so and I would just like to know what the
23 standard procedure is and why the information apparently was
24 not provided.

25 A That I do not know. I'm not sure what Mr. Woods

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1 did with that when he received it.

2 Q Betty Brown would probably be the -- If he
3 contacted anyone, and we don't know, it would probably Betty
4 Brown, is that correct?

5 A Or his management.

6 Q Who would his management be?

7 A At that time, March 3rd, I believe Mr. Woods was
8 still part of the security -- Yes, he was. His management
9 would be the -- his department head would be Dick Balcom, or
10 would have been at that time.

11 Q So Mr. Woods was not part of the background
12 investigation people that you referred to that reported to
13 human resources?

14 A Mr. Woods was the individual that reviewed the
15 complete file and then -- reviewed it and then either
16 recommended access to Mr. Balcom or recommended
17 adjudication, so he was responsible for reviewing all
18 elements of the background investigation file.

19 Q And did he fall under human resources?

20 A No, he did not. He was part of the security
21 department.

22 Q Even though he was involved in reviewing the
23 background investigations?

24 A He was involved in reviewing the entire nuclear
25 file and processing for access or denial.

1 Q Do you have any meeting notes or records that you
2 haven't provided?

3 A No, I do not. We have information regarding the
4 210 complaint, as I explained to Mr. Baer, but I have
5 nothing other than that in my calendar.

6 Q When you say information regarding the 210
7 complaint, I don't understand. What do you mean by that?

8 A As far as our preparation for the Department of
9 Labor.

10 Q Are there additional notes that you have made that
11 are not --


12 A I have none in my possession, no.


13 Q Are there additional notes that you have made in
14 the past that are somewhere else, that may not in your
15 possession now but maybe are in Ms. Brown's possession
16 because she's preparing for a response to the 210?

17 A No.

18 Q Did you make any notes?

19 A No, I did not.

20 Q So you didn't make any notes regarding your
21 interactions with Mr. ~~Henson~~^{Hinson} or Mr. Balcom concerning Mr. 
22 Saporito, is that correct?

23 A That is correct. The reason I did not make notes
24 with Mr. ~~Henson~~^{Hinson's} interview is the file itself, the 
25 investigative file, I felt spoke for itself. The


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1 information and all the documentation is in that particular
2 file and I reviewed it.

3 Q Are there any additional documents that have not
4 been provided to me, to your knowledge, that are in perhaps
5 Ms. Brown's possession in preparation to respond to the 210?

6 A None that I'm aware of.

7 Q What were you referring to when you said --

8 A Well, regarding Mr. Saporito, we do have our
9 information that we have provided to our attorneys as far as
10 preparation with the Department of Labor investigation.

11 We have our notes, I'm sure Ms. Brown has,
12 regarding interviews with the individuals that Mr. Perez
13 from the Department of Labor interviewed during his
14 investigation, just the normal 210 Department of Labor
15 interviews that we provided.

16 Q Were any of these documents generated prior to the
17 filing of the DOL complaint?

18 What I'm asking you is do I have all the
19 documents. I kind of got the impression that perhaps there
20 were additional regarding this situation.

21 A No.

22 Q We're kind of running parallel here to the DOL. I
23 understand that.

24 A The answer is no. I'm not aware that they have
25 any documents that we've provided them that we have not

1 provided you that you have requested.

2 The only thing I was trying to reference, and I
3 probably got a little confusing, is other information that
4 Ms. Brown may have compiled during the Department of Labor
5 investigation, regarding her notes.

6 MR. BAER: Those are notes that she would have
7 taken -- I don't know. Are those notes that she would have
8 taken, for example, during the interviews that Sam Perez
9 conducted down here?

10 THE WITNESS: Yes.

11 MR. BAER: Are those notes that she might have
12 taken -- Did she do separate interviews of people to gather
13 up facts or something?

14 THE WITNESS: No. Her primary role was
15 coordination for the attorneys in preparation for the case.
16 That's her primary function in the 210 Department of Labor.

17 MS. VAN CLEAVE: Mr. Odom, have I threatened you
18 in any manner or offered you any rewards in return for this
19 statement?

20 THE WITNESS: No, ma'am.

21 MS. VAN CLEAVE: Is there anything further you
22 would care to add for the record?

23 THE WITNESS: Nothing that I can think of.

24 MS. VAN CLEAVE: The interview is concluded.

25 (Whereupon the matter concluded at 5:10 p.m.)

REPORTER'S CERTIFICATE

This is to certify that the attached proceedings before the United States Nuclear Regulatory Commission

in the matter of:

NAME OF PROCEEDING: John Odom, III

DOCKET NUMBER:

PLACE OF PROCEEDING: Bay City, Texas

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

Tom Whitlock

Official Reporter
Ann Riley & Associates, Ltd.

I have read the foregoing transcript, made and initialed any necessary corrections, and have signed my initials at the bottom of each page. This transcript is the truth to the best of my knowledge and belief.

J. W. O.
9/16/42

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EXHIBIT 121

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