

UNITED STATES NUCLEAR REGULATORY COMMISSION
OFFICE OF INVESTIGATIONS

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

- - - - - X
In the Matter of: :
INVESTIGATIVE INTERVIEW OF :
JIM NOLLOTH (CLOSED) :
- - - - - X

Fermi Nuclear Generating Station
Training Building
Newport, Michigan

Wednesday, February 2, 1994

The above-entitled interview commenced, pursuant
to notice, at 10:30 a.m.

ANN RILEY & ASSOCIATES, LTD.
Court Reporters
1612 K Street, N.W., Suite 300
Washington, D.C. 20006
293-3950

93-013
9509250080 950616
PDR FDIA
MARUAR95-142 PDR

EXHIBIT 22
PAGE 1 OF 34 PAGE(S)

Handwritten: A/11

1 APPEARANCES:

2

3 On behalf of the Nuclear Regulatory Commission:

4 RICHARD T. ANDERSON, Investigator

5 U.S. Nuclear Regulatory Commission

6 Office of Investigations, Region III

7 799 Roosevelt Road

8 Glen Ellyn, Illinois

9

10 On behalf of Detroit Edison and the Interviewee:

11 JOHN H. FLYNN, ESQ.

12 PETER A. MARQUARDT, ESQ.

13 Detroit Edison

14 2000 Second Avenue

15 Detroit, Michigan 48226

16

17

18

19

20

21

22

23

24

25

P R O C E E D I N G S

[10:30 a.m.]

MR. ANDERSON: Wednesday, February 2, 1994, approximately 10:30 a.m. For the record, this is an interview of Mr. Jim Nolloth who is employed by Detroit Edison. The location of this interview is the Fermi 2 Nuclear Power Station.

Present at this interview is Mr. John Flynn and Mr. Peter Marquardt, attorneys representing Detroit Edison, and Mr. Flynn --

MR. MARQUARDT: And Mr. Nolloth.

MR. ANDERSON: Mr. Nolloth. Thank you.

As agreed, this interview is being electronically interviewed by court reporter Gretchen Schultz. The subject matter of this interview concerns alleged employment discrimination.

Whereupon,

JIM NOLLOTH,

was called for examination and, having been first duly sworn, was examined and testified as follows:

EXAMINATION

BY MR. ANDERSON:

Q Mr. Nolloth, would you please tell us what your title is and what your duties are at the present time?

A I'm presently the Superintendent of Maintenance at

1 the Fermi 2 Nuclear Power Station. The major
2 responsibilities for my organization are all corrective and
3 preventative maintenance on the station.

4 Q That includes -- when you say "corrective and
5 preventative maintenance" that means you do planned
6 scheduled maintenances as well as immediate maintenance
7 problems that may arise. Is that correct?

8 A That is correct.

9 Q And how long have you been in this position, sir?

10 A Approximately six months.

11 Q And prior to that, what was your title and
12 responsibility?

13 A Prior to that I was Maintenance Effectiveness
14 Engineer for approximately two months.

15 Q And were you involved with management from Detroit
16 Edison in the process of what's called the Staffing
17 Transition Plan?

18 A Yes, I was.

19 Q And when did this first occur? When did you first
20 become aware of this program?

21 A The fall of 1992.

22 Q And what was your title and position at that time,
23 sir?

24 A I was the General Supervisor of Business
25 Management.

1 Q And was that at Fermi Plant?

2 A Yes, it was.

3 Q Now, when you became aware of it, in what capacity
4 were you selected for the notification of this particular
5 plan?

6 A I'm sorry?

7 Q Okay. In your position as general supervisor of
8 business management, who notified you or how did you learn
9 that there was going to be a staffing transition plan?

10 A Through the Director of Plant Support.

11 Q And did you know if this particular staffing
12 transition plan was going to be company-wide, or was it
13 indigenous just to the Fermi Nuclear Power Station?

14 A Fermi only.

15 MR. MARQUARDT: In saying "Fermi only," Jim, were
16 you aware that this plan had been used at any other place in
17 the company?

18 THE INTERVIEWEE: I was aware that Detroit Edison
19 had administered this staffing transition plan within
20 Detroit Edison. My assignment was Fermi 2 only, and that
21 staffing transition was prior to my Fermi assignment here.

22 BY MR. ANDERSON:

23 Q Oh, I see. So had you been involved with this
24 particular plan before?

25 A Yes, I was.

1 Q Was this at cold fire plants or administrative or
2 in which capacity? You know, in what particular area had
3 you been personally involved with this particular plan?

4 A I served in the capacity on the review board when
5 ISO, our information systems organization, corporately went
6 through this. This was my first exposure to staffing
7 transition.

8 Q I see. So this particular plan or at least a
9 staffing transition plan was not something brand new to
10 Fermi, but had been an evolution throughout various
11 organizations within Detroit Edison. Is that a correct
12 statement?

13 A That is a correct statement.

14 Q So there had been other people in other
15 organization who had been deselected, positions changed,
16 downsizing, if you will, streamlining. Is that correct?

17 A That is correct.

18 Q Now, when you were first made aware of the program
19 or the plan to be instituted here at Fermi, were you brought
20 in and put in part of a group that was going to be involved
21 in the selection of different departments that would be
22 reorganized?

23 A Elaborate please.

24 Q Okay. You said that you became aware of this plan
25 in the fall of '92. When you first became aware of it was

1 it in basically the beginning of this plan here at Fermi, or
2 was it already being instituted? Had various departments
3 already been selected for the transition program?

4 A No, it was at the beginning.

5 Q Okay. And who else was involved with you at that
6 time?

7 A There was the Executive Vice President.

8 Q Who would that have been?

9 A Skip Orser.

10 Q Skip?

11 A O-r-s-e-r.

12 Q Orser. Okay.

13 A Our Senior Vice President.

14 Q At operations here at Fermi?

15 A Yes.

16 Q And that would have been?

17 A Doug Gibson. Plant Manager, Robert McKeon. Our
18 Technical Manager, Paul Fessler.

19 Q Fessler?

20 A F-e-s-s-l-e-r.

21 Q Okay.

22 A And our Manager of Plant Support, Robert Stafford.

23 Q This was an ad hoc committee that was formed and
24 you were on this particular committee?

25 A That is correct.

1 Q Were you given direction on approximately how many
2 positions were to be eliminated, or how was the actual
3 formulation of the plan developed? Was it individuals who
4 were going to be deselected, was it positions, was it
5 organizations that we're going to have to give up, various
6 individuals? Exactly how was this plan formulated to be
7 carried out and implemented?

8 A There were no set numbers by organization or Fermi
9 as a total as to numbers we were going to achieve.

10 The intention was to right-skill and right-size
11 each organization.

12 Q Would it be safe to say then or to summarize that
13 your particular committee was going to take a look at all of
14 the organizations within the Fermi Station and streamline
15 them. Would that be a correct statement?

16 A That is a correct statement.

17 Q So there wasn't necessarily a particular position
18 being eliminated; it could be an entire group that was
19 eliminated if there was a feeling that it could be
20 streamlined or made more efficient?

21 A That is correct.

22 Q And approximately how long did you work on this
23 particular committee?

24 A Seven months.

25 Q And just approximately, if you can remember, how

1 many different organizations within the Fermi Plant did you
2 take a look at? Was it all of them, or were there select
3 one that you looked at such as Training, Quality Assurance,
4 Maintenance, so forth, or did you look at all the different
5 organizations?

6 A We looked at every organization within Fermi 2.

7 Q And how then did you select from there? Did you
8 basically -- when I say "you" I am referring to the
9 committee as a whole. Did you then decide that various
10 organizations needed to be restructured without regard to
11 the number of people within that organization?

12 See, what I'm trying to get at is, let's say
13 you're taking a look at the Maintenance Department. For the
14 sake of argument, there's 100 people in there with 100
15 different positions.

16 Without regard to individuals -- that was kept
17 separate -- did you then reevaluate each one of those
18 positions to see if some of them could be combined into one,
19 or exactly what was the process, if you can remember?

20 A The initial process was we went through and did a
21 functional realignment within the nuclear organization. And
22 by that I mean we moved groups from one organization to the
23 other. We restructured the organization functionally.

24 Q Placing one group, maybe, under a different
25 department altogether?

1 A Correct.

2 Q Did you at any time take a look at other nuclear
3 power plants to see how they were structured to make your
4 comparison?

5 A Yes, we did.

6 Q So you did go to other utility companies, "you"
7 meaning the committee, the individuals on the committee?

8 A I do not recall that there were any trips made to
9 other facilities. We did request organizational charts from
10 similar-sized nuclear facilities.

11 Q During this transitional period, were there any
12 departments that were eliminated?

13 A I do not recall.

14 Q Would there be any, basically, sub-departments
15 within a particular department, though, that could have
16 possibly been eliminated other than just being transferred
17 to another group or being placed under another different
18 organizational reporting system? Can you recall any group
19 that was actually eliminated?

20 A At this time I don't recall any groups being
21 totally eliminated.

22 Q During this period of time you obviously examined
23 the Quality Assurance Program. They would have been one of
24 the groups that you would have examined and looked at the
25 efficiency of, correct?

1 A Correct.

2 Q Do you remember who the Director of the Quality
3 Assurance Program was at that time?

4 A To the best of my knowledge it was Lynn Goodman.

5 Q During your process of meeting with your committee
6 and studying these, would you have Ms. Goodman come in and
7 explain the functions and say what was critical, what
8 positions were not critical, what they could reorganize?
9 Did you get input from the actual directors of these various
10 programs?

11 A Yes, we did.

12 Q So when you were making the selection process, it
13 was with the knowledge of the various directors of the
14 particular organization?

15 A That is correct.

16 Q Did you also talk to their managers and
17 supervisors of the particular organizations?

18 A That were involved in those conversations, yes.

19 Q Do you know, basically, how far down you would
20 have gone organizationally in talking to individuals within
21 a particular group?

22 A In the process, we would have gone to the first
23 line supervisor. They would have described what their
24 staffing needs were for that organization, and at that point
25 you are actually selecting the worker at its base level.

1 Q That, Jim, is when you're actually getting toward
2 the implementation of the program. During your evaluation
3 part of it, would you bring supervisors in -- not the
4 director or the manager because we will get into that in a
5 second -- but would you actually bring supervisors in, and
6 would they tell you we have to have X number because we do
7 A, B, C, D, and we cannot do those efficiently nor properly
8 without X number of people? Would you actually get that far
9 down into the selection process?

10 A At that point, if you are describing the
11 development of the organization itself --

12 Q Exactly.

13 A -- it was done more from the director level.

14 Q Okay. So the position that you sat in was more of
15 an overview. You really did not get down into the nitty-
16 gritty of the particular groups and how many people. That
17 was left to the director. Is that correct?

18 A To the director or manager of the organization,
19 correct.

20 Q Okay.

21 MR. MARQUARDT: One question. Mr. Nolloth, were
22 the directors below this committee level subject to the
23 selection process themselves?

24 THE INTERVIEWEE: Yes. They were a direct result
25 of the selection by the manager of that organization.

1 BY MR. ANDERSON:

2 Q Excuse me. Wait a minute. I misunderstood that.
3 A director would be subject to the manager?

4 MR. MARQUARDT: It is my understanding, subject to
5 the witness' correcting, that below this level, every person
6 in the organization, including the directors that ultimately
7 made the subsequent selections for their organizations, was
8 up for possible deselection too or reselection.

9 MR. ANDERSON: Okay.

10 MR. MARQUARDT: So it started at a very high
11 level.

12 BY MR. ANDERSON:

13 Q Well, Jim, that's what I was trying to ascertain.
14 When you took a look at this, there were no one who were
15 sacred? Every potential position would be reevaluated so
16 that you were looking for the most efficient to run. Is
17 that correct?

18 A Yes. Let me describe what actually happened here.
19 There were three managers that we referenced before named in
20 three organization: the Manager of Technical, the Manager
21 of the Plant, and the Manager of Plant Support.

22 At that point each of those individuals chose
23 their staff. I said chose their staff; that would be at
24 what we are describing as a director level. So they
25 selected those people.

1 Q Those people meaning?

2 A The director level.

3 Q The director level. And, again, at this point in
4 time you were director of Plant Support?

5 A I was the General Supervisor.

6 Q I'm sorry, yes.

7 A Business Management.

8 Q General Supervisor of Business Management. So
9 your program, at that time, was also under scrutiny?

10 A Yes.

11 Q Do you recall any programs that had directors that
12 were heading them that actually may have been deselected?
13 Were there any directors who were eliminated?

14 A There were directors who were eliminated, there
15 were directors who were deselected, there were directors who
16 were selected to a very similar position they had started
17 in.

18 Q Okay. Now, you said it took you approximately --
19 you, again, referring to your group -- approximately seven
20 months to make this total evaluation. Is that correct?

21 A The seven months actually encompasses the planning
22 period up front, and the actual administration of the
23 staffing transition program at Fermi 2.

24 Q Okay. Now, during that period of time,
25 approximately when did you finally reorganization Fermi

1 organization so that it now started getting down to the
2 actual selection of positions that actually influenced
3 individuals so that people were now becoming part of the
4 factor, it wasn't just an overview; it was not actual
5 individuals in positions?

6 A I think, to the best of my knowledge, that
7 happened in roughly February of 1993.

8 Q Now, at that process, was there a new
9 organizational chart that was created?

10 A There was a functional organizational chart that
11 we had functionally reorganized and put everybody into the
12 organizations they were going to wind up in.

13 MR. ANDERSON: Peter, is there a possibility that
14 I could get a copy of the pre and post?

15 MR. MARQUARDT: For how much of the organization?
16 Fermi is a big organization.

17 MR. ANDERSON: Yes.

18 MR. MARQUARDT: It is 1000 people.

19 MR. ANDERSON: Well, would you have a chart of,
20 like, the directors, you know, that now shows a group which
21 used to report to A is now reporting to B? You know, I
22 don't want to get right down to the nitty-gritty
23 individuals, but an overview chart.

24 MR. MARQUARDT: I guess what I am asking is are
25 you interested in Security or Maintenance that is not

1 relevant here, or Business --

2 MR. ANDERSON: No.

3 MR. MARQUARDT: Or we're focusing on the QA --

4 MR. ANDERSON: That's who.

5 MR. MARQUARDT: -- on the reporting change?

6 MR. ANDERSON: Exactly.

7 MR. MARQUARDT: There's no problem. Okay.

8 MR. ANDERSON: Yes, thank you for that
9 clarification.

10 BY MR. ANDERSON:

11 Q After your functional chart was basically
12 developed, then you brought directors in, and at that time
13 told them that their organization would now look like this,
14 meaning you have changed it and they're going to have X
15 number of positions. Is that how that worked?

16 A No, not exactly.

17 Q See, what I'm trying to get at, Jim, is how did it
18 get from -- let me clarify it.

19 How did it get from the concept of change to the
20 actual implementation that we are now going to eliminate
21 this particular position, or we are going to redefine this
22 position and, therefore, the individual here, well, we are
23 going to have to look at refocusing them?

24 How did it -- where did the actual division take
25 place between concept and reality?

1 A Before the staffing transition program started to
2 put people in positions, we functionally reorganized. In
3 other words, that put everybody in one of the three columns
4 under one of the three managers, by responsibility, current.

5 Then the Manager of Technical -- who went first --
6 the Manager of Technical started doing the concept of what
7 his organization was going to evolve into, that being,
8 defining the director positions, the supervisor positions,
9 and how the organization was going to function.

10 Q I understand. My problem was with the terminology
11 of manager and director. Corporations I've been involved
12 in, director was right underneath vice president, but in
13 this particular case, manager, Mr. Paul Fessler, would
14 actually have directors reporting to him?

15 A That's correct.

16 Q I understand. Okay. Now, do you recall if any
17 organizations, say director's positions, would have been
18 moved to Plant Support to Technical? Would there have been
19 a realignment that way?

20 A I can recall at least one case of a director's
21 responsibility being split amongst two managers. I do not
22 know that I can recall a director's organization being
23 shifted from one manager to the other. I cannot recall
24 that.

25 Q Now, Quality Assurance would have been under which

1 particular group here? Would that be Plant Support?

2 A Quality Assurance, prior to staffing transition,
3 was under Plant Support.

4 Q And subsequent to the transition?

5 A And subsequent to the transition, Quality
6 Assurance reported to what turned out to be the Senior Vice
7 President of Nuclear Generation.

8 Q So there were reassignments and realignments?

9 A Yes.

10 Q To the best of your recollection, was that
11 particular move made because of trying to make Quality
12 Assurance more independent and more responsible to senior
13 management basically eliminating various organization
14 alliance and taking it right to the top individual?

15 A That is a fair statement. I agree.

16 Q Now, when Mr. Robert Stafford, who would have been
17 the Manager of Plant Support, after your initial concept is
18 created, then he would have been responsible for going into
19 each one of his particular organizations below him and
20 working to make it more efficient, streamline it, change
21 titles, change positions. Would that be correct?

22 A That is a correct statement.

23 Q So then each one of those individuals now were
24 working with their directors, basically, reorganizing their
25 particular functions?

1 A That is true. Let me clarify that. That is after
2 they had selected those directors. Remember, the
3 organizations were empty under the manager. He selected the
4 director level, and they subsequently selected the next
5 levels under them.

6 Q In effect, you were recreating a whole new
7 organization.

8 A That is true.

9 Q And this was based upon review of other companies,
10 other power plants, and also knowledge that Detroit Edison
11 was trying to cut costs, if you will, and to streamline its
12 operation? This was all taken, and this was the entire part
13 of the total scenario?

14 A That is a true statement.

15 Q You are not attacking any one particular
16 individual? You're not doing this just to get rid of one
17 particular individual?

18 A No, sir.

19 Q Okay. Now, when Mr. Stafford was given the
20 responsibility to now fine-tune his particular organization,
21 and the directors were now selected, then how were specific
22 positions either eliminated or changed and particular
23 individuals were selected? Do you have any idea on that?

24 A Yes, I do.

25 Q And how would that take place?

1 A The proces was, let's take the selection of the
2 director positions by the manager. The manager created the
3 organization, and decided how many director positions would
4 be within that organizations.

5 Dealing only on that level at this point, it would
6 take all the individuals who were qualified for those
7 positions, the individuals who had expressed interest in
8 those positions, and the incumbents in those positions, and
9 that became the pool of candidates for each of those
10 positions.

11 Q Let's focus on Plant Support for just one second.
12 Do you know if there were any directors positions eliminated
13 because of this transition plan that you can recall?

14 A Within Plant Support?

15 Q Yes.

16 A There was at least one which was merged with a
17 portion of another director's position, and that was my own.

18 Q So would there have been an elimination then of a
19 director position?

20 A Yes.

21 Q So, even at the level of director, there were
22 individuals being deselected?

23 A Yes.

24 Q When the director positions were not solidified,
25 then the next process would be -- what would be the

1 organizational title below a director then? Say, you had
2 director under Plant Support, you would have Director of
3 Nuclear Quality Assurance. That would be one particular
4 director position. Is that correct?

5 A That is correct.

6 Q Now, under that particular function, what would be
7 the next title?

8 A The next title would either be supervisor or
9 general supervisor, depending upon basically the number of
10 people that were going to be within that organizational
11 unit.

12 Q Generically speaking, more people, the individual
13 would have general supervisor; and if there were fewer
14 people, you would have just the title supervisor?

15 A Correct.

16 Q Was that also related to a pay scale? A general
17 supervisor would make more than a supervisor?

18 A In most cases, yes.

19 Q Okay. Then under a supervisor, what would be the
20 next organizational -- would you have one or two supervisors
21 or just one supervisor for a director, or how many would
22 there be?

23 A We tried to achieve multiple supervisors reporting
24 to a director. We were not looking for one-on-one
25 relationships in that area.

1 Q Okay. So there would be three, five, seven
2 possibly?

3 A That is a very true statement.

4 Q Now, going down from supervisor, what would be the
5 next level then in title?

6 A Employee.

7 Q So employees reported right to a particular
8 supervisor?

9 A Correct.

10 Q Okay. Would there be divisions within the
11 employees as far as grade scale, meaning a senior employee
12 as compared to a junior, or a new employee, or a lead
13 employee or a group lead? Do you see what I am saying?

14 A There were different levels of employees under
15 supervisors, correct.

16 Q So could that be a division, or would they all be
17 still, basically -- if I were to draw an organizational line
18 -- would they all be directly under a supervisor, or would
19 that branch out and have, like, a lead employee and then
20 individuals under him?

21 A Most of our organizations have the employees
22 relating directly to the supervisor in a downward position.

23 Q Okay. Regardless of whether they were lead
24 employees or not.

25 A Correct.

1 Q Okay. So if I can just back track. It would be
2 employees to supervisor, multiple supervisors now to a
3 director, multiple directors now to one of the three
4 manager?

5 A That is a correct description.

6 Q And then those three managers would then report to
7 the executive vice president or the senior vice president?

8 A That is correct.

9 Q Now, you said your own position was eliminated.
10 At that time you were General Supervisor of Business
11 Management. Was it an actual elimination, or was it a
12 consolidation?

13 A My organization was taken and merged with a
14 portion of another director's responsibility.

15 Q Were you a director?

16 A My title was General Supervisor. I functioned on
17 the director level. I reported directly to the Manager of
18 Plant Support.

19 Q I see. So your position was merged with or
20 consolidated with what group?

21 A What was our warehousing and purchasing
22 organization.

23 Q So you personally then were subjected to the same
24 process of an effected deselection initially. Is that
25 correct?

1 A Not totally.

2 Q Okay, can you tell --

3 A When we went through staffing transition at Fermi,
4 we went through each manager's organizational unit and did
5 it in its entirety. And we did that, the first being the
6 technical function; next being the plant manager's
7 organization; and thirdly being what was Plant Support and
8 Quality Assurance and Training. Those went in the third
9 order.

10 I, being an employee in the third section, would
11 have -- my position was going to be evaluated toward the end
12 of the process, the staffing transition processing happening
13 in a 1, 2, 3 order.

14 In the selection of the Plant Manager staff, I was
15 selected to go to the plant as a Maintenance Effectiveness
16 Engineer. Now, I continued my responsibilities as General
17 Supervisor of Business Management throughout this process,
18 but I was selected in the second session.

19 Q Now, would that have involved reporting to a new
20 manager?

21 A Correct.

22 Q So you personally went from one particular area to
23 a second area?

24 A That is correct.

25 Q So, in effect, you were part of the transition

1 plan?

2 A Yes, sir. I did not wind up at the end with my
3 same position as I had before.

4 MR. MARQUARDT: Just to clarify. I think he
5 testified before that the pools for all of the jobs below
6 those technical -- below the managers were made up by people
7 who were deemed to be qualified, who had expressed and
8 interest, and all incumbents for the jobs. Is that correct?

9 THE INTERVIEWEE: That is a true statement.

10 BY MR. ANDERSON:

11 Q Okay. Now, Jim, but that is done on each
12 particular level. Is that correct? The directors would be
13 in one pool, supervisors and general supervisor would be in
14 one pool, and employees in one pool?

15 A Since we stepped down through the organizations,
16 you had people who showed up in multiple pools. The first
17 selection by a manager would be at the director level, and
18 if we are looking at the Director of Plant Support, there
19 would be numerous people put into that pool that had the
20 ultimate selection.

21 That pool could have been made up of people
22 previously on the general supervisor level, people on the
23 supervisor level, people who were previously on the director
24 level. So, that is how the pool was made up.

25 There were not pools for director, pools for

1 general supervisor. Each individual position had a pool of
2 individuals.

3 Q So, in effect, everyone excluding the top five
4 people here, were subjected to this reorganization, and
5 potential loss of a position?

6 A Absolutely.

7 Q Okay. Now, approximately, Fermi-wide -- and,
8 Peter, I think you said there was approximately 1000 people
9 within Fermi -- approximately how many people ended up -- I
10 have to stop and think for a second because since everyone
11 is now subjected to this transitional process, in effect, no
12 one was guaranteed a particular position. Is that correct?

13 A That is a true statement.

14 Q Because I may be a Quality Assurance Inspectors,
15 but that position -- say there were ten, and there may only
16 be five left, and everybody would be subjected then to a
17 review. Is that correct or is that not correct?

18 A That is true.

19 Q Okay. Is it a fair statement to say -- and I've
20 heard this term used -- that there were approximately 50
21 people deselected. But that would not be a true statement,
22 would it, because, in effect, everyone is deselected until
23 they're reselected?

24 See, my assumption when I came here, my idea of
25 this is that when they got done there were basically 50

1 people who couldn't be placed, and they went into this
2 transition program, but that's not the case as I understand
3 it because everyone was subjected to this program.

4 A Everyone at Fermi was subjected to this program
5 and either deselected or reselected to their original
6 position, a similar position, or a different position.

7 MR. ANDERSON: Let's go off the record for a
8 second.

9 [Discussion off the record.]

10 MR. ANDERSON: We're now back on the record.

11 BY MR. ANDERSON:

12 Q During the selection process, were there different
13 points where you were announcing to the employees themselves
14 different programs that you were considering? Because since
15 everyone was at risk, were there opportunities given to
16 individuals to chose another location, or a possible buyout?

17 A That is correct.

18 Q And approximately when did that happen, Jim?

19 A Late January to early February of 1993.

20 Q Now, was that when it was first really announced
21 officially that there was a transition program going on and
22 people were subject to potential loss of a position?

23 A Yes, sir. During that time period.

24 Q And what was the first thing that was offered?

25 What type of a buyout program? Was it basically for people

1 close to retirement or was it to any and everyone?

2 A It was to any and everyone irregardless of
3 position, time with the company, age. It was available to
4 everyone at Fermi.

5 Q And did individuals, to the best of your
6 knowledge, accept this program?

7 A Yes.

8 Q Approximately how many?

9 A Between 30 and 40 individuals.

10 Q And was there any other type of option that was
11 available to everyone?

12 A Yes, there was the option to go to what was -- is
13 referred to as the Corporate Skills Reserve. In other
14 words, saying you would not like to work at Fermi, and you
15 would like to put into the Skills Reserve for positions
16 within the rest of the corporation.

17 Q That could be at Corporate, that could be at
18 another utility, generating station, or it could be
19 anywhere?

20 A Correct.

21 Q That their particular skills may be needed?

22 A Correct.

23 Q If they close to go that route, Jim, to the best
24 of your knowledge, did the, in effect, then block any
25 potential of being reconsidered for a position here at

1 Fermi?

2 A Restate that.

3 Q Okay. Let's say, if I had a particular skill, and
4 I'm thinking to myself, my particular position may be
5 eliminated, but I feel that I could be useful to another
6 point or another plant within Detroit Edison, if I selected
7 to go into this corporate pool, would that automatically
8 negate my possibility of also being considered for a
9 position at Fermi?

10 A No, sir. Once you made the decision to go to the
11 corporate reserve, you removed yourself from the Fermi pool
12 after a waiting period.

13 Q So you did remove yourself?

14 A Yes.

15 Q So an individual whose basic entire experience
16 would be nuclear, would not be well receptive to that
17 particular option?

18 A I cannot say what was really on the minds of the
19 individuals. I'm sorry.

20 Q That's fair enough. You stated earlier that the
21 Quality Assurance Program, which initially was under the
22 Plant Support Section, was now moved to -- and correct me if
23 I'm wrong -- was it the Executive Vice President or was it
24 Senior Vice President?

25 A I guess I should clarify. It went to the Senior

1 Vice President. During this period of time, as I described,
2 the initial committee, we had an Executive Vice President
3 and a Senior Vice President here. Towards the end of the
4 staff transition program -- and I want to say in March or
5 April of 1993 -- Skip Orser, who was our Executive Vice
6 President, took a different position with a different
7 utility. Ultimately, he resigned from Detroit Edison.

8 He stayed on to assist us through the staffing
9 transition program so that we would have that continuity,
10 but basically that left us with one vice president here,
11 that being Doug Gibson, a senior vice president, and that
12 was the individual that Quality Assurance was going to
13 report to.

14 Q Was the Executive Vice President position
15 eliminated?

16 A Yes, it was.

17 Q So right from the very top there were other
18 positions eliminated?

19 A No, sir. That was coincident to the time period.

20 Q I understand.

21 A And I think I may be misstating. Probably, when
22 Mr. Orser was here as the Executive Vice President, Mr.
23 Gibson was here as a vice president, and on the resignation
24 of Skip Orser, the Executive Vice President, Doug Gibson
25 became a senior vice president.

1 Q I understand. Now, the Quality Assurance Program:
2 in some organizations they may report administratively to an
3 individual, but also have a dotted line reporting to another
4 position such as a vice president or CEO.

5 Was it a direct reporting of the Quality Assurance
6 Program, did they directly report to Mr. Gibson, or did they
7 report to one of these three administratively and yet have
8 the ability to go right to Mr. Gibson with the dotted line
9 function?

10 A Are you asking after staffing transition --

11 Q Yes, sir.

12 A -- or prior to? After, it is directly to Mr.
13 Gibson.

14 Q And previous to the transition plan, was it the
15 way I described it?

16 A It is my understanding that the Quality Assurance
17 Director ultimately has the option to go anywhere within the
18 organization to do business as they need to.

19 Q Because of their independence?

20 A Correct.

21 Q Okay. Now, were you familiar with the actual
22 reorganization of the Quality Assurance Program?

23 A Somewhat.

24 Q You dealt with Ms. Goodman?

25 A Correct.

1 Q And are you familiar or would you care to defer to
2 her as far as what actually happened during the transitional
3 period and the reorganizational period?

4 A I think anything associated with the selection of
5 the individuals definitely belongs in the Ms. Goodman arena.

6 MR. ANDERSON: Okay. At this point, I have no
7 further questions.

8 Mr. Flynn, do you have anything that you would
9 like to ask?

10 MR. FLYNN: No. I think I would like to meet with
11 the witness and see if he has anything that he's confused
12 about.

13 MR. ANDERSON: We will go off the record, and I
14 can step outside.

15 [Discussion off the record.]

16 MR. ANDERSON: Back on the record. Mr. Flynn?

17 MR. FLYNN: No. We have no questions or
18 clarifications.

19 BY MR. ANDERSON:

20 Q Mr. Nolloth, is there anything that I have not
21 asked you that you would like to add for the record?

22 A Nothing more.

23 Q Mr. Nolloth, have I or any other NRC
24 representative at any time threatened you in any manner or
25 offered you any reward in return for the statement you've

1 given today?

2 A No, sir.

3 Q And have you given this statement freely and
4 voluntarily?

5 A Yes, sir.

6 MR. ANDERSON: We will conclude this interview at
7 approximately 11:25 a.m.

8 [Whereupon, at 11:25 a.m., the above-entitled
9 interview was concluded.]

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

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: Interview of Nolloth

DOCKET NUMBER:

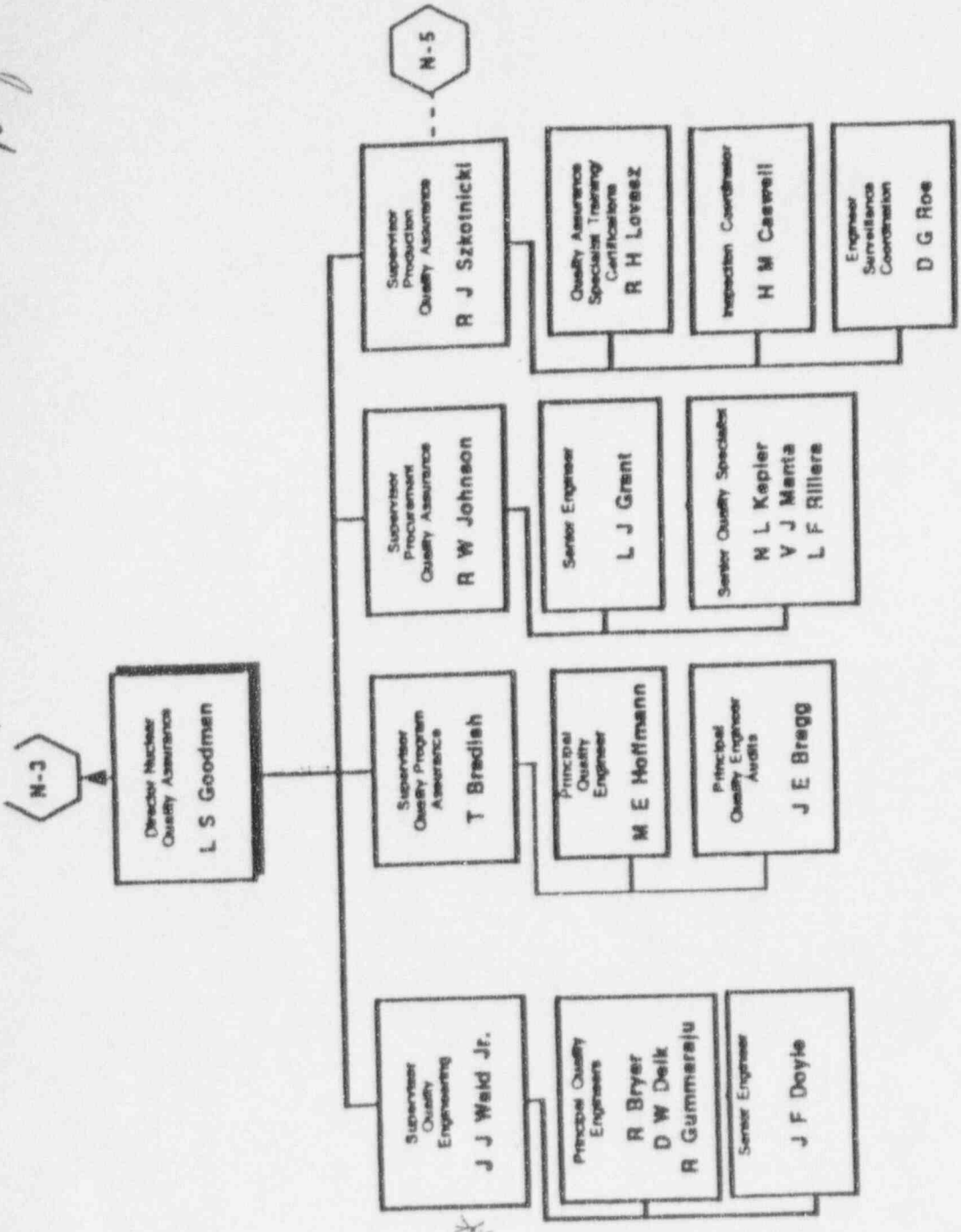
PLACE OF PROCEEDING: Newport, MI

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.

Walter Schultz
Official Reporter
Ann Riley & Associates, Ltd.

beg' r

N-17



Nuclear Generation Organization Charts

Director
Nuclear Quality Assurance
January 18, 1993

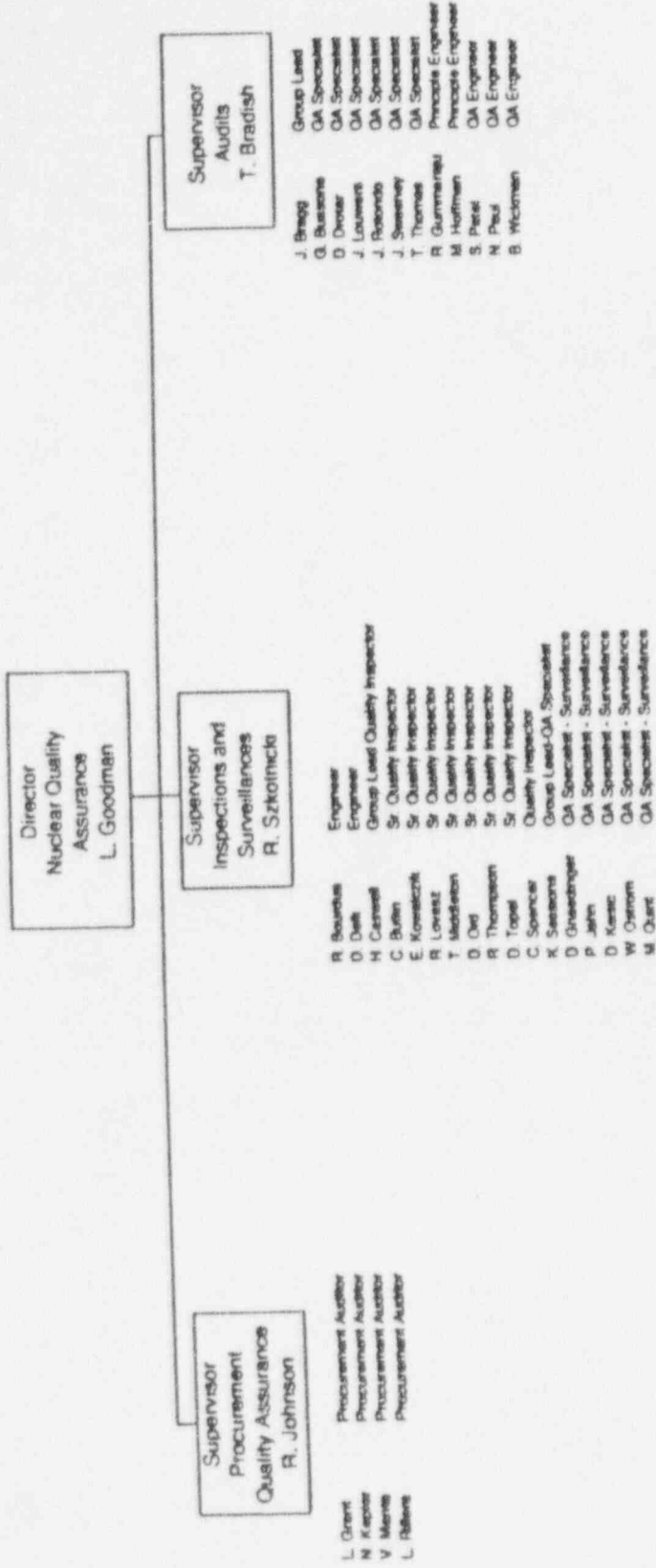
* Acting
- Temporary
Placement of Functional Job Titles Shows Operating Relationships Rather Than Organizational Lines

A/12

after

DUPLICATE

1 ↓



POSITION SUMMARY

275

POSITION TITLE: Quality Assurance Specialist

LOCATION: Fermi 2 Power Plant

JOB GRADE: M-4*

POSITION: Revised

ORGANIZATIONAL UNIT: Nuclear Generation

REPORTS TO: Supervisor-Audits

POSITION SUMMARY: This position is responsible for directing audit teams and conducting assessments as subject matter expert at Fermi 2 programs as assigned.

MINIMUM REQUIREMENTS:

Education: Associate Degree in Engineering or Science -OR- High School Diploma or equivalent plus currently or previously certified or license professional in one discipline such as SRO, RO, Rad Protection, Fire Protection, STA, Chemistry, maintenance.

Exp./Tech. Knowledge: Minimum of two years of nuclear subject matter expert in any three of the following disciplines: Audits and Surveillances; Chemistry; Computer Software; Design Control; Document Control/Record Management; Emergency Preparedness; Environmental Protection; EOP/Station Blackout; Evaluation Corrective Action; Identification and Control of Material, Parts and Components; Inservice Inspection; Inspection; Fermi 2 Simulator; Fire Protection; Leak Reduction; Maintenance - CM; Maintenance - PM; Measuring and Test Equipment; Nuclear Fuel Management/SNM; Nuclear Security/Safeguard; Operations; Procedures, Orders, and Manuals; Procurement of Material, Equipment and Service; Safety Review and Evaluation; Spare Parts; Tech Spec Surveillance Program; Training and Qualifications; Radiation Protection.

Regulatory: Fermi Directive TQ1
ANSI 45.2.23 - 1978 Section 2.3.1

MAJOR ACCOUNTABILITIES:

- A. Prepares audit/surveillance checklists using sources such as previous audits, tech specifications, NRC training modules, Fermi procedures, previous NRC violations and input from line organizations.
- B. Prepares a NSRG report which is communicated effectively both orally and written that describes the assessments made by the audit team for the activities audited, as subject matter experts.
- C. Maintains cognizance of "delinquent findings." Responsible for informing management of untimely or inadequate responses, tracking and ensuring proper resolution of QA identified concerns.
- D. Directs Audit Team members to accomplish audit plans effectiveness to present findings and observations to senior management.
- E. Identifies quality concerns that affect safe and reliable operations by investigation, design and research.
- F. Determines causes or reasons for equipment/system failures and makes recommendations for corrective actions.
- G. Process and review DERs, SCRAM evaluations, operating impact statements, design documents, and makes recommendations as applicable for improvement.
- H. Interface with NRC/INPO regarding Audit/assessment or third party findings.
- I. Responsible for writing, revising, and routine review of plant procedures and specifications to ensure compliance with code, regulations and commitments to third-party agencies.
- J. Evaluate programs in effect to determine the effectiveness and adequacy of the program to meet the requirements of government regulations, UFSAR, operating license; including special conditions and technical specifications, industry standards, and Detroit Edison Management Policies and Directives.

* A-9 - M-4 (family)

EXHIBIT 25
PAGE 1 OF 28 PAGE

2-93-013

A114

CORE COMPETENCIES:

| Core Competency | Specific Description | Weight |
|--------------------------|--|--------|
| Safety Consciousness | Maintains knowledge of all safety procedures and regulations. Performs all functions in a safe manner. | 3 |
| Teamwork | Identifies with and supports team objectives and goals. Takes a constructive and positive approach to problem solving. | 3 |
| Results Oriented | Plans for, communicates, implements and/or recommends and accommodates changes that contribute to the achievement of Nuclear Generations Continuous Improvement process. | 3 |
| Flexibility/Adaptability | Effectively responds to change in direction, priorities and personalities. Understands what implications changes in the nuclear environment may have and adjusts priorities on short notice. | 3 |
| Communications | Clearly and concisely expresses ideas, orally and in writing, in individual and group situations. Listens, comprehends, processes information and responds to communication from others. Openly accepts positive suggestions. Effectively utilizes communication skills to keep work group informed when acting in a Leader capacity. Takes constructive and positive approaches to problem solving. | 3 |
| Individual Initiative | Identifies and acts to resolve problems without hesitation. Insures appropriate people who are knowledgeable of the problem work proactively to identify solutions. Secures relevant information, relates and compares data from different sources, considers alternative courses of action, and makes sound business decisions. Assumes responsibility for resolution of the problem, if appropriate. | 3 |

JOB SPECIFIC SKILL/ABILITY REQUIREMENTS:

| Skill/Ability | Specific Description | Weight |
|---|---|--------|
| Decision Making/ Creativity/ Innovation | Willing to make and support decisions, render judgement and take actions. Evaluates, selects, applies and adapts technical and management techniques in making decisions. Devises new innovative approaches to problems. | 3 |
| Technical Knowledge | Understands subject matter expert disciplines in at least three areas with at least a general knowledge of effects on regulatory performance associated with Fermi 2. | 3 |
| Organization, Planning, Control, Report Writing | Plans and conducts audit activities that support the audit checklist, issues findings and observations in a timely manner. | 3 |
| Leadership | Directs audit team activities during the course of audit activities to accomplish timely resolution of identified deficiencies, maintaining tact and objectivity in potential adversarial environments, evaluating impact of identified deficiencies upon safe and reliable operations contributing to resolution of problems, keeping management apprised of significant issues. | 3 |
| Interfacing | Effective communication to NSRG, Senior Management, NRC, and third-party agencies. | 2 |
| Trustworthiness | Works effectively and with highest ethical and moral standards that contribute to safe and reliable operations. | 3 |
| Regulatory | Monitors requirements for Lead Auditor as described in ANSI/ASME 45.2.23. | 3 |

10-QAS

EXHIBIT 25
2 OF 25 PAGES

CANDIDATE IDENTIFICATION FORM

Position Title: *Quality Assurance Specialist*
 Temporary Grade: *M-4*

CANDIDATES

| REQUIREMENT: Associates Degree in Engineering or Science -OR- High School Diploma or equivalent plus currently or previously certified or license professional in one discipline such as SRO, RO, Rad Protection, Fire Protection, STA, Chemistry, maintenance. | REQUIREMENT: Minimum of two years of nuclear subject matter expert in any three of the following disciplines: Audits and Surveillances; Chemistry; Computer Software; Design Control; Document Control/Record Management; Emergency Preparedness; Environmental Protection; EOP/Station Blackout; Evacuation Corrective Action; Identification and Control of Material, Parts and Components; Inservice Inspection; Inspection; Fernal 2 Simulator; Fire Protection; Leak Reduction; Maintenance - CM; Maintenance - PM; Measuring and Test Equipment; Nuclear Fuel Management/SWM; Nuclear Security/Safeguard; Operations; Procedures, Orders, and Manuals; Procurement of Material, Equipment and Service; Safety Review and Evaluation; Spare Parts; Tech Spec Surveillance Program; Training and Qualifications; Radiation Protection. | REQUIREMENT: Fernal 2 ANSI 43.2.23-1978; Section 2.3.1 |
|---|--|--|
| 1. Gerald F. Bussone | / | / |
| 2. John R. Louwers | / | / |
| 3. Joseph W. Sweeney | / | / |
| 4. Kurt W. Seelmons | / | / |
| 5. Everett G. Palmer | / | / |
| 6. James H. Alexander | / | / |
| 7. James S. Rofancho | / | / |
| 8. Sidney L. Phipps | / | / |
| 9. Chris L. Hartley (Refused consideration for this position) | / | / |
| 10. Thomas D. Thomas | / | / |
| 11. Daniel J. Droter | / | / |
| 12. Robert D. Simpson | / | / |
| 13. Cynthia A. Sals | / | / |
| 14. Richard C. Drouillard | / | / |
| 15. Jerry J. Martin | / | / |
| 16. Bob E. Wolman | / | / |
| 17. Dale J. | / | / |
| 18. Alvin | / | / |
| 19. David | / | / |

POSITION TITLE: Quality Assurance Specialist

MS-10033

| 1) Name Organizational Unit Reports to (position) | A | | | B | | | C | | | D | | |
|---|---|-------------|---------------|---|---------------|-------------|---|--------------|----------------|---|----------------|--|
| | Gerald F. Bursone | | | John R. Lowers | | | Joseph W. Sweeney | | | Kurt W. Seaslone | | |
| | Nuclear Generation Supervisor-Audits | | | Nuclear Generation Supervisor-Audits | | | Nuclear Generation Supervisor-Audits | | | Nuclear Generation Supervisor-Audits | | |
| 2) SKILLS AND ABILITIES | 3) Wt | 4) x rating | 5) Wt'd Score | 6) x rating | 7) Wt'd Score | 8) x rating | 9) Wt'd Score | 10) x rating | 11) Wt'd Score | 12) x rating | 13) Wt'd Score | |
| Safety Consciousness* | 3 | 4 | 12 | 4 | 12 | 5 | 15 | 5 | 15 | 5 | 15 | |
| Teamwork* | 3 | 4 | 12 | 5 | 15 | 5 | 15 | 5 | 15 | 5 | 15 | |
| Results Oriented* | 3 | 4 | 12 | 5 | 15 | 5 | 15 | 5 | 15 | 5 | 15 | |
| Flexibility/Adaptability* | 3 | 4 | 12 | 5 | 15 | 5 | 15 | 5 | 15 | 5 | 15 | |
| Communications* | 3 | 3 | 9 | 5 | 15 | 5 | 15 | 5 | 15 | 5 | 15 | |
| Individual Initiative* | 3 | 4 | 12 | 5 | 15 | 5 | 15 | 5 | 15 | 5 | 15 | |
| Decision Making/Creativity/Innovation | 3 | 3 | 9 | 5 | 15 | 5 | 15 | 5 | 15 | 5 | 15 | |
| Technical Knowledge | 3 | 3 | 9 | 4 | 12 | 4 | 12 | 4 | 12 | 4 | 12 | |
| Organization, Planning, Control, Report Writing | 3 | 4 | 12 | 5 | 15 | 5 | 15 | 5 | 15 | 5 | 15 | |
| Leadership | 3 | 3 | 9 | 5 | 15 | 5 | 15 | 5 | 15 | 5 | 15 | |
| Interfacing | 2 | 4 | 8 | 5 | 16 | 5 | 16 | 5 | 16 | 5 | 16 | |
| Trustworthiness | 3 | 4 | 12 | 5 | 15 | 5 | 15 | 5 | 15 | 5 | 15 | |
| Regulatory | 3 | 5 | 15 | 5 | 15 | 5 | 15 | 5 | 15 | 5 | 15 | |
| *Core Competency | | | 143 | | 184 | | 167 | | 189 | | | |

6) TOTAL SCORE (add columns):
 7) Other consideration regarding selection:
 8) Candidate Selected: Gerald F. Bursone
 John R. Lowers
 James S. Potorob
 Joseph W. Sweeney

Incompetent: YES
 YES
 YES
 YES

Responsible job: n/a
 n/a
 n/a
 n/a

10) Attach Position Summary and any supporting documentation or written comments.

Evaluator's Signature & Title
 Print Name and Title Above
 Signature
 Date

Appraised Signature
 Print Name and Title Above
 Signature
 Date

PERSONAL
CONFIDENTIAL

STAFFING TRAINING PROGRAM
SELEC TRIX

POSITION TITLE: Quality Assurance Specialist

INT-10003

E F 6 H

| 1) Name Organizational Unit Reports to (position) | Everett C. Palmer Nuclear Generation Supervisor-Audits | | James H. Alexander Nuclear Generation Supervisor-Audits | | James S. Robando Nuclear Generation Supervisor-Audits | | Sidney L. Phillips Nuclear Generation Supervisor-Audits | | | |
|---|--|-------------|---|-------------|---|-------------|---|-------------|--------------|--|
| | 3) WA | 4) x rating | 5) WTD Score | 4) x rating | 5) WTD Score | 4) x rating | 5) WTD Score | 4) x rating | 5) WTD Score | |
| 2) SKILLS AND ABILITIES | | | | | | | | | | |
| Safety Consciousness* | 3 | 4 | 12 | 4 | 12 | 5 | 15 | 3 | 9 | |
| Teamwork* | 3 | 2 | 6 | 4 | 12 | 4 | 12 | 3 | 9 | |
| Results Oriented* | 3 | 3 | 9 | 4 | 12 | 3 | 9 | 3 | 9 | |
| Flexibility/Adaptability* | 3 | 2 | 6 | 4 | 12 | 4 | 12 | 3 | 9 | |
| Communications* | 3 | 3 | 9 | 3 | 9 | 4 | 12 | 3 | 9 | |
| Individual Initiative* | 3 | 4 | 12 | 3 | 9 | 4 | 12 | 3 | 9 | |
| Decision Making/Creativity/Innovation | 3 | 3 | 9 | 3 | 9 | 4 | 12 | 3 | 9 | |
| Technical Knowledge | 3 | 4 | 12 | 3 | 9 | 4 | 12 | 3 | 9 | |
| Organization, Planning, Control, Report Writing | 3 | 4 | 12 | 3 | 9 | 3 | 9 | 3 | 9 | |
| Leadership | 3 | 2 | 6 | 3 | 9 | 4 | 12 | 3 | 9 | |
| Interfacing | 3 | 2 | 6 | 4 | 12 | 4 | 12 | 3 | 9 | |
| Trustworthiness | 3 | 4 | 12 | 4 | 12 | 4 | 12 | 3 | 9 | |
| Regulatory | 3 | 4 | 12 | 3 | 9 | 4 | 12 | 3 | 9 | |
| | | | 121 | | | | 149 | | | |

*Core Competency

6) TOTAL SCORE (add columns):

7) Other consideration impacting selection:

8) Candidate Selected: David J. Drorier

Thomas D. Thomas

Blair E. Wickman

10) Attach Position Summary and any supporting documentation or written comments.

Incumbent: yes
NO
NO
NO

Compatible Job: n/a
n/a
n/a

Evaluator's Signature & Title

Approval Signature

Post Position's Signature & Title

Post Received With Above

Date

Date

Date

Date

114

POSITION TITLE: Quality Assurance Specialist

MS 10043

| 1) Name Organizational Unit Reports to (position) | I | | J | | K | | L | | |
|---|-------|-------------|-------------|--------------|-------------|--------------|-------------|--------------|--|
| | 3) WA | 4) x rating | 4) x rating | 5) WTD Score | 4) x rating | 5) WTD Score | 4) x rating | 5) WTD Score | |
| 2) SKILLS AND ABILITIES | | | | | | | | | |
| Safety Consciousness* | 3 | 2 | 3 | 6 | 3 | 6 | 3 | 6 | |
| Teamwork* | 3 | 1 | 3 | 3 | 3 | 9 | 3 | 9 | |
| Results Oriented* | 3 | 1 | 3 | 3 | 4 | 12 | 4 | 12 | |
| Flexibility/Adaptability* | 3 | 1 | 2 | 6 | 3 | 6 | 3 | 6 | |
| Communications* | 3 | 1 | 3 | 3 | 3 | 9 | 3 | 9 | |
| Individual Initiative* | 3 | 1 | 2 | 6 | 3 | 9 | 3 | 9 | |
| Decision Making/Creativity/Innovation | 3 | 1 | 3 | 3 | 3 | 9 | 3 | 9 | |
| Technical Knowledge | 3 | 5 | 3 | 15 | 4 | 12 | 4 | 12 | |
| Organization, Planning, Control, Report Writing | 3 | 1 | 3 | 3 | 3 | 9 | 3 | 9 | |
| Leadership | 3 | 1 | 2 | 6 | 2 | 6 | 2 | 6 | |
| Interfacing* | 2 | 1 | 3 | 6 | 1 | 2 | 2 | 4 | |
| Trustworthiness | 3 | 1 | 3 | 3 | 3 | 9 | 3 | 9 | |
| Regularity | 3 | 4 | 3 | 12 | 4 | 12 | 4 | 12 | |
| | | | | 103 | | | | 109 | |

*Core Competency
6) TOTAL SCORE (each column):
7) Other/consideration impacting selection:
8) Candidate Selected:

10) Attach Position Summary and any supporting documentation or written comments.

Incumbent: yes no n/a
Comparable job: yes no

Evaluator's Signature & Title

Appraiser Signature

Print Evaluator's Signature & Title

Print Name and Title Above

Date _____ Date _____

Signature _____ Date _____

Signature _____

POSITION TITLE: Quality Assurance Specialist

MR. 10003

M N O P

| 1) Name Organizational Unit Reports to (position) | Chris L. Hartley Nuclear Generation Supervisor-AucOs | | Thomas D. Thomas Nuclear Generation Supervisor-AucOs | | Darrin J. Drotar Nuclear Generation Supervisor-AucOs | | Blair E. Wickman Nuclear Generation Supervisor-AucOs | |
|---|--|-------------|--|---------------|--|---------------|--|---------------|
| | 3) WR | 4) x rating | 4) x rating | 5) WR'd Score | 4) x rating | 5) WR'd Score | 4) x rating | 5) WR'd Score |
| 2) SKILLS AND ABILITIES | | | | | | | | |
| Safety Consciousness* | 3 | 4 | 4 | 12 | 4 | 12 | 4 | 12 |
| Teamwork* | 3 | 4 | 4 | 12 | 4 | 12 | 3 | 9 |
| Results Oriented* | 3 | 4 | 4 | 12 | 4 | 12 | 4 | 12 |
| Flexibility/Adaptability* | 3 | 4 | 4 | 12 | 4 | 12 | 4 | 12 |
| Communications* | 3 | 4 | 5 | 12 | 5 | 15 | 3 | 9 |
| Individual initiative* | 3 | 4 | 5 | 12 | 5 | 15 | 3 | 9 |
| Decision Making/Creativity/Innovation | 3 | 5 | 4 | 15 | 4 | 12 | 3 | 9 |
| Technical Knowledge | 3 | 5 | 3 | 15 | 3 | 9 | 4 | 12 |
| Organization, Planning, Control, Report Writing | 3 | 4 | 4 | 12 | 4 | 12 | 3 | 9 |
| Leadership | 3 | 4 | 4 | 12 | 4 | 12 | 2 | 6 |
| Interfacing | 2 | 4 | 4 | 8 | 4 | 8 | 3 | 6 |
| Trustworthiness | 3 | 4 | 5 | 12 | 5 | 15 | 3 | 9 |
| Regulatory | 3 | 4 | 4 | 12 | 4 | 12 | 4 | 12 |
| *Core Competency | | | | 138 | | 138 | | 138 |

6) TOTAL SCORE (add columns):

7) Other consideration impacting selection:

8) Candidate Selected:

10) Attach Position Summary and any supporting documentation or written comments.

Inherent: yes no n/a
Comparable job: yes no

Evaluator's Signature & Title

Appraisal Signature

Print Evaluator's Signature & Title

Print Authorized Title Above

Date: _____

Date: _____

Outcomes to

STAFFING TRANSITION PROGRAM
CANDIDATE RATING FORM

| NAME | I.D. Number | Position | Interview Yes/No |
|---|------------------------------|--|------------------|
| Jimmy Martin | 50647 | Quality Assurance Specialist | NO |
| Skills/Abilities | Weight X Rating Wtd Score | Objective Business Explanation for Rating | |
| Safety Consciousness* | 3 X 4 = 12 | Jimmy knows & follows all industry safety rules & regulations with no safety violations identified. | |
| Teamwork* | 3 X 2 = 6 | Jimmy does work well on the audit teams I've been involved with. He is not very flexible to assume leading roles. | |
| Results Oriented* | 3 X 3 = 9 | Jimmy gets the jobs done he is assigned, it is very difficult to understand what the issues are he comes up with. | |
| Flexibility/Adaptability* | 3 X 2 = 6 | Jimmy sees things black & white, he is not flexible. Several issues we had a very difficult time trying to understand the reason for Inspection Card later determine OIT qual cards. | |
| Communications* | 3 X 2 = 6 | Jimmy doesn't communicate real well, he seems to understand the issues but has a hard time when dealing with section heads getting them to understand his issues. | |
| Individual Initiative* | 3 X 2 = 6 | Jimmy is not a self starter. He has to be given assignments and is usually right on time never late & never early. | |
| Decision Making/Creativity/Innovation | 3 X 2 = 6 | Jimmy decisions making are black & white a lot of times I get calls from the auditor wanting to know what the issues are because Jim could not explain them. | |
| Technical Knowledge | 3 X 3 = 9 | Jimmy has a high degree of knowledge for fire protection, but he has requested to me not to be involved in that audit any more. | |
| Organization, Planning, Control, Report Writing | 3 X 4 = 12 | Jimmy plans well for audits and his reports are generally high quality. | |
| Leadership | 3 X 3 = 9 | Jimmy is an average leader for audit teams. Audit members have requested they not be on his team because he is a very slow worker. | |
| Interfacing | 2 X 2 = 4 | Jimmy does not interface with department heads very well. He has problems accepting their responsibility to fixing problems the right way which is different than Jim's way. | |
| Trustworthiness | 3 X 3 = 9 | When I took over the audit group, Jimmy requested to get out & go into QE. | |
| Regulatory | 3 X 5 = 15 | Jim is certified 45.2 25. | |
| | | | |

EXHIBIT 25

PAGE 8 OF 28 PAGES

9 of 28 (PAGE 9)
25
PRINT

Core Competency* TOTAL
SCORE: 109

Evaluator: Tom Bradish

STAFFING TRANSITION PROGRAM
CANDIDATE RATING FORM

| NAME | I.D. Number | Position | Interview Yes/No |
|---|------------------------------|---|------------------|
| Dick Drouillard | 34125 | Quality Assurance Specialist | NO |
| Skills/Abilities | Weight X Rating W'd Score | Objective Business Explanation for Rating | |
| Safety Consciousness* | 3 X 3 = 9 | Dick is aware of all safety requirements I have witness him however without safety glass on when required. | |
| Teamwork* | 3 X 3 = 9 | Dick runs over people to get jobs done he is somewhat abrasive when dealing with people. | |
| Results Oriented* | 3 X 4 = 12 | Dick generally gets good results. He just kiss people off in his process. | |
| Flexibility/ Adaptability* | 3 X 3 = 9 | Dick does not like interferences when auditors points out problems. Dicks wants to throw them off the refuel floor rather than work the problems out. | |
| Communications* | 3 X 3 = 9 | Dick doesn't communicate well when dealing with adverse situations he raises his voice & his language becomes offensive. | |
| Individual Initiative* | 3 X 3 = 9 | Dick does a good job with refuel activities but does seem to like much else about his job. | |
| Decision Making/Creativity/ Innovation | 3 X 3 = 9 | Dick was behind schedule in RF01 because he did not plan well for inspections that had to be done before fuel movement could start. | |
| Technical Knowledge | 3 X 4 = 12 | Dick has a high degree of knowledge for refuel floor activities, he could be Subject Matter expert for refuel. | |
| Organization, Planning, Control, Report Writing | 3 X 3 = 9 | Dick did not plan very well for RF01 schedule slip because he did not plan for required inspection on the refuel floor bridge subsequent a new load was assign. | |
| Leadership | 3 X 2 = 6 | Dick has a tendency to be very course when he speaks to someone - the auditors would rather not interview him when doing audits. | |
| Interfacing | 2 X 1 = 2 | Dick does not interface well with QA. He gives us the opinion he looks down & has little respect for our job we are trying to do. | |
| Trustworthiness | 3 X 3 = 9 | Dick seem to have low opinions of QA auditors & this takes away from his professionalism. | |
| Regulatory | 3 X 4 = 12 | Dick could cert 45.2.25 with classroom & 5 audits. Subject matter expert may be Ops, Refuel, Outage Mtg. | |

Core Competency* TOTAL SCORE:
116

Evaluator: Tom Bradish

EXHIBIT 25
 PAGE 10 OF 28 PAGES

STAFFING TRANSITION PROGRAM
CANDIDATE RATING FORM

| NAME | I.D. Number | Position | Interview Yes/No |
|---|-------------------------------|---|------------------|
| Cindy Sahli | 50823 | Quality Assurance Specialist | NO |
| Skills/Abilities | Weight X Rating Wt'd Score | Objective Business Explanation for Rating | |
| Safety Consciousness* | 3 X 3 = 9 | Cindy wears sport shoes to work. I have seen her in the R/P office with tennis shoes on during work hours. | |
| Teamwork* | 3 X 3 = 9 | Cindy seems to be able to work on assignments with team members very well. | |
| Results Oriented* | 3 X 3 = 9 | As long as the one job to do Cindy does it well adapting to new jobs & working under deadlines & pressure create tension for her. | |
| Flexibility/ Adaptability* | 3 X 2 = 6 | Cindy is not very flexible in doing more than one job at a time. | |
| Communications* | 3 X 3 = 9 | Cindy is friendly & personable. I don't know how she would handle hassles uncomfortable situation. I believe it would cause her excessive tension. | |
| Individual Initiative* | 3 X 2 = 6 | Cindy lately has shown initiative & drive. For the previous four years I've known Cindy, she has not been a self starter. | |
| Decision Making/Creativity/ Innovation | 3 X 3 = 9 | Cindy makes conservative decisions. I have not found her to be very creative nor innovated. | |
| Technical Knowledge | 3 X 3 = 9 | Cindy could be certified for Dosimetry & whole body count. Her lack of field work would make it difficult for R.P. subject matter expert. | |
| Organization, Planning, Control, Report Writing | 3 X 3 = 9 | Cindy organizes & plans effectively. Her reports are general good quality. | |
| Leadership | 3 X 2 = 6 | Cindy is a follower rather than a leader. She would let team members decide what they wanted rather than make assignments. | |
| Interfacing | 2 X 3 = 6 | Cindy interfaces average with other people. She has no dislike from people I've spoken too. | |
| Trustworthiness | 3 X 3 = 9 | Cindy is trustful with good ethical & moral standards. | |
| Regulatory | 3 X 3 = 9 | Cindy could be a Subject Matter expert of R.P. - she would need more field experience. Five audits & lead auditor training class would be no problem. | |

Core Competency* TOTAL SCORE:

Evaluator: Tom Bradish

EVALUATOR 25
 11 OF 28 PAGES

STAFFING TRANSITION PROGRAM
CANDIDATE RATING FORM

| NAME | I.D. Number | Position | Interview Yes/No |
|---|-------------------------------|---|------------------|
| Robert D. Simpson | 50567 | Quality Assurance Specialist | NO |
| Skills/Abilities | Weight X Rating Wt'd Score | Objective Business Explanation for Rating | |
| Safety Consciousness* | 3 X 2 = 6 | During the refuel outage I witnessed Rob dressed out in a C-van without safety glass on. I stop him & requested he get his safety glass on. | |
| Teamwork* | 3 X 1 = 3 | Rob does not work with other people or organization . As scaffold coordinator, I had several run-ins with his delays for shipping scaffold material off site. | |
| Results Oriented* | 3 X 1 = 3 | Rob doesn't care about manpower costs & helping other organization fix problems he identifies. He waits to tell people what is wrong causing more man-hours & job delays. | |
| Flexibility/ Adaptability* | 3 X 1 = 3 | Rob is not flexible. One time while inspecting a C-van there was a piece of scaffold in there instead of Rob moving it he made the craft personnel go in so he could make the inspection. | |
| Communications* | 3 X 1 = 3 | Rob waits to tell people what is wrong with a shipment , he delayed several scaffold shipment & for day no one knew why because Rob didn't tell or write down anything to explain. | |
| Individual Initiative* | 3 X 1 = 3 | Rob doesn't have much initiative. The scaffold shipments were nightmares because Rob refused to cooperate with the scaffold team. | |
| Decision Making/Creativity/ Innovation | 3 X 1 = 3 | Rob would make a decision why C-van could not be shipped & not tell no-one - One shipment had to be unloaded because Rob did do an initial inspection when he was requested to do one. | |
| Technical Knowledge | 3 X 5 = 15 | Rob has a high tech knowledge for DEO shipping requiring he could be subject matter expert for RW shipping. | |
| Organization, Planning, Control, Report Writing | 3 X 1 = 3 | Rob doesn't plan well. C-van shipments had to be delay because Rob did not have the time to inspect, his shipping reports were sloppy. | |
| Leadership | 3 X 1 = 3 | Rob is not a person who other auditors would follow. He is not motivated to work with other people to solve problems. | |
| Interfacing | 2 X 1 = 2 | Rob does not interface with other people very well, as Scaffold Coordinator I hated to interface with Rob. | |
| Trustworthiness | 3 X 1 = 3 | Rob cannot be trusted. One C-van was initially inspected when it was full - Rob then said he did not inspect for initial -two other individuals on our team said he told them he had. | |
| Regulatory | 3 X 4 = 12 | Rob could cert lead auditor for RadWaste as Subject Matter expert. | |

Core Competency* TOTAL SCORE:
62

Evaluator: Tom Bradish

EVALUATOR 25
 PAGE 12 OF 28 PAGES

STAFFING TRANSITION PROGRAM
CANDIDATE RATING FORM

| NAME | I.D. Number | Position | Interview Yes/No |
|---|------------------------------|--|------------------|
| D. J. Drotor | 47711 | Quality Assurance Specialist | NO |
| Skills/Abilities | Weight X Rating W'd Score | Objective Business Explanation for Rating | |
| Safety Consciousness* | 3 X 4 = 12 | Dan is very safety conscious. He knows the rules & follows them, works real safely during valve LLRT testing team. | |
| Teamwork* | 3 X 4 = 12 | Dan worked real good on the LLRT valve testing team for RF02. He put in a lot of overtime to make the team successful. | |
| Results Oriented* | 3 X 3 = 9 | Dan has to be pushed for results. I have worked with Dan in revising QA procedures. He was a big help but I had to do all the work & he typed. | |
| Flexibility/ Adaptability* | 3 X 3 = 9 | Dan can be flexible but it is better if he has a job & goals to work to. He has trouble when asked to change direction. | |
| Communications* | 3 X 4 = 12 | Dan is a pretty good communicator. He is well respected & liked. He makes clear & to the point statements. | |
| Individual Initiative* | 3 X 3 = 9 | Dan doesn't seem to have a lot of drive. He has to be given work before he assumes responsibility to get jobs done. | |
| Decision Making/Creativity/ Innovation | 3 X 4 = 12 | Dan is very sharp creative guy. He showed me how to revise OJT training modules for PQA & did a good job helping me get the development done for OJT qual cards. | |
| Technical Knowledge | 3 X 4 = 12 | Dan is a very sharp guy. He could be a subject matter expert for Maintenance PM/CM/Maintenance training, Inspection, IST & Corrective Action. | |
| Organization, Planning, Control, Report Writing | 3 X 4 = 12 | Dan organizes & writes reports well. He inputted the PQA OJT qual cards & did a pretty good job. | |
| Leadership | 3 X 3 = 9 | Dan is not a self starter. He has to be lead rather than lead people. He could, however, lead an audit team. | |
| Interfacing | 2 X 3 = 6 | Dan doesn't interface real well with other people. He puts signs up in his office Do Not Disturb when it is clear he is not busy. | |
| Trustworthiness | 3 X 3 = 9 | Dan can be trusted, his ethics about not wanting to be disturbed would have to be changed. | |
| Regulatory | 3 X 4 = 12 | Dan could cert 45.2.25 with classroom & 5 audits, I&C, Operation, Training, Inspection & ISI as subject matter expert. | |

Core Competency* TOTAL SCORE:
135

Evaluator: Tom Bradish

EXHIBIT 25
 13 OF 28 PAGES

STAFFING TRANSITION PROGRAM
CANDIDATE RATING FORM

| NAME | I.D. Number | Position | Interview Yes/No |
|---|-------------------------------|--|------------------|
| Tommy Thomas | 52226 | Quality Assurance Specialist | NO |
| Skills/Abilities | Weight X Rating Wt'd Score | Objective Business Explanation for Rating | |
| Safety Consciousness* | 3 X 4 = 12 | Tommy is very safety conscious who understands guns safety, industry safety & is a safe worker. | |
| Teamwork* | 3 X 4 = 12 | Tommy is a team player, a person that supports team decisions & works hard to accomplish team goals. | |
| Results Oriented* | 3 X 4 = 12 | Tommy is a results person whom when given a job ask good questions and is a self starter. | |
| Flexibility/ Adaptability* | 3 X 4 = 12 | Tommy is very flexible, he doesn't have any problems changing direction to accomplish goals. | |
| Communications* | 3 X 5 = 15 | Tommy is a good listener as well as speaker. He makes good speeches & someone who doesn't have problems with an audience. | |
| Individual Initiative* | 3 X 5 = 15 | Tommy is a person who wants to better himself. He welcomes new ideas & change - continues looking for ways to improve. | |
| Decision Making/Creativity/ Innovation | 3 X 4 = 12 | Tommy is a good decision maker who if he doesn't know the right answer will speak up until he understands. | |
| Technical Knowledge | 3 X 3 = 9 | Tommy has the drive. His experience is a little short but works hard to learn new things that will better himself & the Company. | |
| Organization, Planning, Control, Report Writing | 3 X 4 = 12 | I read several of Tommy's college reports from when he was in college. I found them very good, high quality & good content. | |
| Leadership | 3 X 4 = 12 | Tommy has the charisma to be a very good leader, he is someone that the whole audit team likes dealing with. | |
| Interfacing | 2 X 4 = 8 | Tommy interfaces great with other departments, when I ask other Supvrs about him they knew & like him. | |
| Trustworthiness | 3 X 5 = 15 | Tommy is a very dependable young man. He has high standards & is respected because of his high professional approach to his job. | |
| Regulatory | 3 X 4 = 12 | Tommy could certify in FFD, Security Records retention, Safeguards with classroom & 5 audits. | |

Core Competency* TOTAL SCORE:
158

Evaluator: Tom Bradish

EVALUATOR 25
 14 OF 28 PAGES(S)

STAFFING TRANSITION PROGRAM
CANDIDATE RATING FORM

| NAME | I.D. Number | Position | Interview Yes/No |
|---|-------------------------------|--|------------------|
| Chris Hartley | 49033 | Quality Assurance Specialist | NO |
| Skills/Abilities | Weight X Rating Wt'd Score | Objective Business Explanation for Rating | |
| Safety Consciousness* | 3 X 4 = 12 | I have seen Chris work & he performs all functions safely. He knows & follows all safety rules. | |
| Teamwork* | 3 X 4 = 12 | Chris works very well with R.P., Ops, Security & QA to resolve issues before they get out of hand. | |
| Results Oriented* | 3 X 4 = 12 | Chris has saved Edison considerable money by managing radwaste. This comes as a result of his good decision on getting quality results. | |
| Flexibility/ Adaptability* | 3 X 4 = 12 | Chris has to be flexible in the day to day operations of radwaste, to be successful he had to adapt hourly to new situations - He handles them with class. | |
| Communications* | 3 X 4 = 12 | Chris Hartley communicates well with people. He is well respected & speaks very clearly. | |
| Individual Initiative* | 3 X 4 = 12 | Chris has a lot of drive. He works long hours to make sure jobs are completed. He is a very dedicated worker. | |
| Decision Making/Creativity/ Innovation | 3 X 5 = 15 | Chris makes outstanding decisions in radwaste operation. He is creative in process required radwaste. | |
| Technical Knowledge | 3 X 5 = 15 | Chris is SRO cert & likewise he has extensive knowledge of radwaste process plant Tech Spec & plant operations. | |
| Organization, Planning, Control, Report Writing | 3 X 4 = 12 | Chris writes good radwaste reports. They are clear to the point & informative. | |
| Leadership | 3 X 4 = 12 | Chris has managed the radwaste system very successfully. He has done a good job working with auditors to resolve quality concerns. | |
| Interfacing | 2 X 4 = 8 | Chris interfaces well with Sr. Management. He has the respect of Ops Management. | |
| Trustworthiness | 3 X 4 = 12 | Chris is a very Christian man with extremely high ethical & moral standards. | |
| Regulatory | 3 X 4 = 12 | Chris is SRO, he would need classroom & 5 audits to be certified Lead 45.2.23. | |

Core Competency* TOTAL SCORE:
158

Evaluator: Tom Bradish

EVALUATOR 25
 PAGES 15 OF 28 PAGES(S)

STAFFING TRANSITION PROGRAM
CANDIDATE RATING FORM

| NAME | I.D. Number | Position | Interview Yes/No |
|---|-------------------------------|---|------------------|
| Sidney Phipps | 51696 | Quality Assurance Specialist | NO |
| Skills/Abilities | Weight X Rating Wt'd Score | Objective Business Explanation for Rating | |
| Safety Consciousness* | 3 X 3 = 9 | Sid seems to be average, I have seen him in areas requiring hard hats & him holding his. I believe he understands the requirements. | |
| Teamwork* | 3 X 3 = 9 | Sid seems to try to be a team player but is just one of those people that never seem to fit well. | |
| Results Oriented* | 3 X 3 = 9 | Sid gets results, he has to be instructed specifically to get the required results & supervise a lot. | |
| Flexibility/ Adaptability* | 3 X 3 = 9 | Sid doesn't seem a flexible as most people. He seem very smart but can't quite put it all together for good results. | |
| Communications* | 3 X 3 = 9 | Sid is a person hard to communicate with because he wants to lead the conversation. | |
| Individual Initiative* | 3 X 3 = 9 | Sid seems to have the average initiative & could perform audits satisfactory. | |
| Decision Making/Creativity/ Innovation | 3 X 3 = 9 | Sid seems to make good R.P. decisions. He doesn't seem to be very creative in finding new approaches to problem solving. | |
| Technical Knowledge | 3 X 3 = 9 | Sid has a good knowledge of R.P. functions & could certify as subject matter expert for Rad Prot. | |
| Organization, Planning, Control, Report Writing | 3 X 3 = 9 | Sid is an average organizer. He would require quite a bit of training on how the audit process works. | |
| Leadership | 3 X 3 = 9 | Sid is an average leader, I don't feel he would be outstanding. | |
| Interfacing | 2 X 3 = 6 | Sid doesn't interface well. He is a little apprehensive in his approach. | |
| Trustworthiness | 3 X 3 = 9 | Sid is average for ethical & moral standards & his professionalism could be improved. | |
| Regulatory | 3 X 3 = 9 | Sid could only certify Rad Pro Subject Matter expert, he would need classroom & 5 audits to cert lead auditor. | |

Core Competency* TOTAL SCORE:
114

Evaluator: Tom Bradish

EXHIBIT 25
PAGE 16 OF 28 PAGES

STAFFING TRANSITION PROGRAM
CANDIDATE RATING FORM

| NAME | I.D. Number | Position | Interview Yes/No |
|---|-------------------------------|---|------------------|
| James Alexander | 49677 | Quality Assurance Specialist | NO |
| Skills/Abilities | Weight X Rating Wt'd Score | Objective Business Explanation for Rating | |
| Safety Consciousness* | 3 X 4 = 12 | Jimmy follows all safety rules & regulations. He has a good understanding of what is expected & follows the rules. | |
| Teamwork* | 3 X 4 = 12 | Jimmy is a good team player. He is a person that understands the team concept & how to get jobs done. | |
| Results Oriented* | 3 X 4 = 12 | Jimmy gets jobs done on time. He instructs NPPO on rounds & Systems and does a good job making sure they are qualified to be NPPO operators. | |
| Flexibility/ Adaptability* | 3 X 4 = 12 | Jimmy works different shifts as required. He is flexible to change direction when the needs arise. He also knows how to stay on track to complete work assignments. | |
| Communications* | 3 X 3 = 9 | Jimmy communicates well with operators & seems to do a good job with other departments. | |
| Individual Initiative* | 3 X 3 = 9 | Jimmy has a lot of self drive to make sure jobs get done. | |
| Decision Making/Creativity/ Innovation | 3 X 3 = 9 | Jimmy generally makes good sound decisions. He is creative about making operators pay attention in class. | |
| Technical Knowledge | 3 X 3 = 9 | Jimmy has a good knowledge of system & operator rounds. | |
| Organization, Planning, Control, Report Writing | 3 X 3 = 9 | Jimmy seems to be a pretty good organizer. He arranges all the system walkdowns to insure operators are qualified before going on shift. | |
| Leadership | 3 X 3 = 9 | Jimmy is a good leader. NPPOs have a high amount of respect for him & trust about the subjects he teaches. | |
| Interfacing | 2 X 4 = 8 | Jimmy interfaces well with other people. He has a large cross section of personality to deal with & seems to do a good job. | |
| Trustworthiness | 3 X 4 = 12 | Jimmy is a person you can trust. He has high professional & ethical standard display when he is in tricky situations with operators. | |
| Regulatory | 3 X 3 = 9 | Jimmy would need Lead Auditor classroom training & 5 audits before meeting Lead Auditor 45.2.25 cert. | |

Core Competency* TOTAL
SCORE: 131

Evaluator: Tom Bradish

COUNT 25
 PAGE 17 OF 28 PAGES

STAFFING TRANSITION PROGRAM
CANDIDATE RATING FORM

EXHIBIT 25
PAGE 18 OF 28 PAGES

| NAME | I.D. Number | Position | Interview Yes/No |
|---|-------------------------------|--|------------------|
| James Rotondo | 48248 | Quality Assurance Specialist | NO |
| Skills/Abilities | Weight X Rating Wt'd Score | Objective Business Explanation for Rating | |
| Safety Consciousness* | 3 X 5 = 15 | Jimmy is a safety assessor. He does that job outstanding and has been requested by the Plant Manager several times for assistance. | |
| Teamwork* | 3 X 4 = 12 | Jim is well like & respected by his peers. He would be very effective to my audit team as a audit team leader. | |
| Results Oriented* | 3 X 3 = 9 | Jim gets results. He sometimes gets distracted & you wonder what is going on but Jim always gets good quality results. | |
| Flexibility/ Adaptability* | 3 X 4 = 12 | Jim is very flexible & adapts easily to new assignment he has survived in maintain Plant Safety Fire Protection. | |
| Communications* | 3 X 4 = 12 | Jim sometimes rattles but he can get to the point & get his message across. | |
| Individual Initiative* | 3 X 3 = 9 | Jim has a lot of initiative when he is doing something that interest him, he sometimes drifts away but can come back & get results. | |
| Decision Making/Creativity/ Innovation | 3 X 4 = 12 | Jim is a good Sup. He generally makes good decisions. | |
| Technical Knowledge | 3 X 4 = 12 | Jim has been in the Nuclear Industry. He has a strong knowledge of weld requirements, Fire Protection & Maintenance. | |
| Organization, Planning, Control, Report Writing | 3 X 3 = 9 | Jim has some problem organizing. His reports are generally high quality reports. He plans on instinct & control his time to get jobs done. | |
| Leadership | 3 X 4 = 12 | Jim is a respecive leader. His workers generally look up to him for advice & guidance. | |
| Interfacing | 2 X 4 = 8 | Jim interfaces well with other people & seems to be like by almost everyone on site. | |
| Trustworthiness | 3 X 4 = 12 | Jim is very trustworthy, a person whom can be depended on to get results & improve other organizations. | |
| Regulatory | 3 X 4 = 12 | Jim could cert lead auditor with classroom training & 5 audits. He would be Subject Matter expert in Fire Protection, ISI/IST & Maintenance. | |

Core Competency* TOTAL SCORE:
148

Evaluator: Tom Bradish

STAFFING TRANSITION PROGRAM
CANDIDATE RATING FORM

| NAME | I.D. Number | Position | Interview Yes/No |
|---|-------------------------------|---|------------------|
| Blair Wickman | 45863 | Quality Assurance Specialist | NO |
| Skills/Abilities | Weight X Rating Wt'd Score | Objective Business Explanation for Rating | |
| Safety Consciousness* | 3 X 4 = 12 | Blair seems to meet all the safety requirements both understanding & following nuclear & industry issues. | |
| Teamwork* | 3 X 3 = 9 | Blair seems to be a little introvert he can work & support team objectives but has to be coach | |
| Results Oriented* | 3 X 4 = 12 | Blair meets deadlines - he has to be reminded of these due dates, however he does give quality results. | |
| Flexibility/ Adaptability* | 3 X 4 = 12 | Blair seems to be flexible & can adapt to new situations. | |
| Communications* | 3 X 3 = 9 | Blair will have to work on communications. I feel that with good coaching Blair will be able to give good exit meetings. | |
| Individual Initiative* | 3 X 3 = 9 | Blair seems to be a follower before leading he does get good technical results. | |
| Decision Making/Creativity/ Innovation | 3 X 3 = 9 | Blair decisions are technically correct. He needs to improve on creativity but can perform the job of auditor. | |
| Technical Knowledge | 3 X 4 = 12 | Blair is a principal Eng. He is adequate & above the qualifications for this job. | |
| Organization, Planning, Control, Report Writing | 3 X 3 = 9 | Blair seems to be a good organizer. He decisions on turbine rebuild was aggressive & technical correct. He planned well for balance short & decreased turn around time. | |
| Leadership | 3 X 2 = 6 | Blair seems to be a follower rather than a leader. Blair will have to improve on a more aggressive leadership role. | |
| Interfacing | 2 X 3 = 6 | meets average interface techniques, has to be coached on a more aggressive interface approach. | |
| Trustworthiness | 3 X 4 = 12 | Blair seems to set high standards & accomplishes goals, people generally find high ethical & moral standards. | |
| Regulatory | 3 X 4 = 12 | Blair has QE/QA experience. With some training, Blair could be certified lead auditor audits & classroom training. | |

Core Competency* TOTAL
SCORE: 129

Evaluator: Tom Bradish

EXHIBIT 25
PAGE 19 OF 28 PAGES(S)

STAFFING TRANSITION PROGRAM
CANDIDATE RATING FORM

| NAME | I.D.# | POSITION | INTERVIEW YES/NO |
|---|--------------------------------|--|------------------|
| E. Palmer | 48009 | Quality Assurance Specialist | No |
| Skills/Abilities | Weight X Rating- Wt'd Score | Objective Business Explanation for Rating | |
| Safety Consciousness* | 3 X 4 = 12 | Everett is safety conscious & follows all safety rules. | |
| Teamwork* | 3 X 2 = 6 | He tends to disagreement, has to be directed to change his priorities & then gets very moody. | |
| Results Oriented* | 3 X 3 = 9 | Everett get upset very easily when things don't go his way. This affects getting quality results. | |
| Flexibility/ Adaptability* | 3 X 2 = 6 | Everett is not very flexible & is easily upset - he gets moody & this affects results. | |
| Communications* | 3 X 3 = 9 | Everett has a easy approach to communication when he wants to, he is very self confident. | |
| Individual Initiative* | 3 X 4 = 12 | Everett is initiative & fast worker. He sometimes makes mistakes because he works too fast. | |
| Decision Making/ Creativity/ Innovation | 3 X 3 = 9 | Everett generally makes good decision, but if he gets upset, he has to be directed to change rather than being accountable. | |
| Technical/ Knowledge | 3 X 4 = 12 | Everett is license & maintains his license. | |
| Organization, Planning, Control, Report Writing | 3 X 4 = 12 | Everett gets his jobs done, he plans, organizes & control his time productively. | |
| Leadership | 3 X 2 = 6 | Everett is not a strong leader, his attitude gets in his way, he has problems with supervisor direction & gets very moody. | |
| Interfacing | 2 X 2 = 4 | Everett doesn't interface well with other auditors. It would be disruptive for him to be in the group. He gets distracted very easily & its hard to get him back on track. | |
| Trustworthiness | 3 X 4 = 12 | Everett has high ethical & moral standards. He seems to be professional. | |
| Regulatory | 3 X 4 = 12 | Everett is certified SRO. He would need lead auditor classroom training & 5 audits to become lead auditor. | |

EMPHIT 25

20 OF 28 PAGE(S)

EXHIBIT 25

| | | |
|------------------|---------------------|--|
| Core Competency* | TOTAL SCORE: 121 | |
|------------------|---------------------|--|

Evaluator: Tom Bradish

STAFFING TRANSITION PROGRAM
CANDIDATE RATING FORM

| NAME | I.D. Number | Position | Interview Yes/No |
|---|-------------------------------|---|------------------|
| Kurt Sessions | 51764 | Quality Assurance Specialist | NO |
| Skills/Abilities | Weight X Rating Wt'd Score | Objective Business Explanation for Rating | |
| Safety Consciousness* | 3 X 5 = 15 | Kurt is very conscious about industrial safety. He completed his SRO cert & has a working understanding of nuclear safety also. | |
| Teamwork* | 3 X 5 = 15 | Kurt is a team player who supports audit team assignments & who take accountability for his assignments. | |
| Results Oriented* | 3 X 5 = 15 | Kurt gets good results, his leading of the simulator audit was the best. I have witness | |
| Flexibility/ Adaptability* | 3 X 5 = 15 | Kurt is very flexible & can adapt to all situations with little or no problems. | |
| Communications* | 3 X 5 = 15 | Kurt is a very good communicator. He is well understood & excellent at exit meetings. | |
| Individual Initiative* | 3 X 5 = 15 | Kurt volunteers for a lot of assignments. He is willing to do a lot of jobs no one else wants - tracking observations. | |
| Decision Making/Creativity/ Innovation | 3 X 5 = 15 | Kurt makes good meaningful observation that the auditee respect & has commented back on. | |
| Technical Knowledge | 3 X 5 = 15 | Kurt recently completed successfully SRO cert. He went into it with little operation background & passed - this is very difficult to do. | |
| Organization, Planning, Control, Report Writing | 3 X 5 = 15 | Kurt is a person whom has very little obstacle in his way, his reports are generally of good quality needing little or no revision to them. | |
| Leadership | 3 X 5 = 15 | Kurt is a very good leader. His knowledge of the plant & other departments helps him be successful. | |
| Interfacing | 2 X 5 = 10 | Kurt interface well with other departments, his observation are well received with no one having problems with them. | |
| Trustworthiness | 3 X 5 = 15 | Kurt is a person whom I trust very much. He has very high ethical & professional respect from his peers. | |
| Regulatory | 3 X 5 = 15 | Kurt is certified SRO, lead auditor & Subject Matter Expert in O ₂ s, Oper Training, Level 3 I&C, Inspections. | |

Core Competency* TOTAL
SCORE: 190

Evaluator: Tom Bradish

EXHIBIT 25
 PAGE 22 OF 28
 PAGE(S)

STAFFING TRANSITION PROGRAM
CANDIDATE RATING FORM

EXHIBIT 25
 PAGE 23 OF 28 PAGE(S)

| NAME | I.D. Number | Position | Interview Yes/No |
|---|-------------------------------|---|------------------|
| Joe Sweeney | 51471 | Quality Assurance Specialist | NO |
| Skills/Abilities | Weight X Rating Wt'd Score | Objective Business Explanation for Rating | |
| Safety Consciousness* | 3 X 5 = 15 | Joe identified safety issues to Sr. Management on the condenser project that help eliminate safety hazards. | |
| Teamwork* | 3 X 5 = 15 | Joe is a welcome member to all audit teams & is often requested by other members to be on their team. | |
| Results Oriented* | 3 X 5 = 15 | Joe gets quality results, he rewrote the Lead Auditor training module on his own. | |
| Flexibility/ Adaptability* | 3 X 5 = 15 | Joe is very flexible and adaptable to new situations, he easily adapts to new situations with good results. | |
| Communications* | 3 X 5 = 15 | Joe communicates very well at exit meetings. He is very easy to understand & gets high marks from Sr. Management on his presentations. | |
| Individual Initiative* | 3 X 5 = 15 | Joe is a self starter. He is responsible & needs no supervision to make sure jobs are done. | |
| Decision Making/Creativity/ Innovation | 3 X 5 = 15 | Joe makes excellent decisions. He knows when to push or drop items based on company payback. | |
| Technical Knowledge | 3 X 4 = 12 | Joe needs a little more operator knowledge but he is outstanding in the areas of ODCM, RERP, Training Chemistry & I&C. | |
| Organization, Planning, Control, Report Writing | 3 X 5 = 15 | Joe organizes, plans & controls his time to accomplish quality results to report a generally better than average & in before due dates. | |
| Leadership | 3 X 5 = 15 | This is strongest point, he is an outstanding leader, he is a person other audits talk to for information. | |
| Interfacing | 2 X 5 = 10 | Joe knows almost everyone on site, therefore it makes it easy for Joe to contact the right person first. He also has the respect of managers & this aids his getting information quickly. | |
| Trustworthiness | 3 X 5 = 15 | Joe is the most trustworthy person I know. He is given jobs & I don't have to worry whether he finish, he has very high ethical & moral standards. | |
| Regulatory | 3 X 5 = 15 | Joe's certified lead auditor in 45.2.25. Subject Matter Expert in Chemistry, RERP, Radwaste Shipping, Rad Pro, and ODCM. | |

| | | |
|--|--|--|
| | | |
|--|--|--|

Core Competency* TOTAL SCORE: 187

Evaluator: Tom Bradish

STAFFING TRANSITION PROGRAM
CANDIDATE RATING FORM

| NAME | I.D. Number | Position | Interview Yes/No |
|---|-------------------------------|--|------------------|
| John Louwers | 49946 | Quality Assurance Specialist | NO |
| Skills/Abilities | Weight X Rating Wt'd Score | Objective Business Explanation for Rating | |
| Safety Consciousness* | 3 X 4 = 12 | John is very safety conscious. He respects safety & follows all the safety rules & regulations. | |
| Teamwork* | 3 X 5 = 15 | John is a team player who can be depended on to do his part to carry the load & get results. | |
| Results Oriented* | 3 X 5 = 15 | John's results on audits have saved the Company at least 3 NRC Notice of Violations on the FFD audit. | |
| Flexibility/ Adaptability* | 3 X 5 = 15 | John is very flexible. He may be in Detroit at Edison Plaza one day or in Cleveland the next. He never complains about job assignments. | |
| Communications* | 3 X 5 = 15 | John's exit meeting are conducted very good with good comments from Sr. Management. | |
| Individual Initiative* | 3 X 5 = 15 | John is always working, he is dedicated to getting his assignments done with high quality results. | |
| Decision Making/Creativity/ Innovation | 3 X 5 = 15 | John's suggestions on audit report writing has eliminated about one day in the process, his ideas are very good. | |
| Technical Knowledge | 3 X 4 = 12 | John's technical knowledge in Fitness for Duty is the best in the industry. He has the respect of other utilities. John needs other areas however to increase his expertise. | |
| Organization, Planning, Control, Report Writing | 3 X 5 = 15 | John organizes, plans, controls & writes his reports. John's reports are generally ready before the audit exit meeting. | |
| Leadership | 3 X 5 = 15 | John is a very strong leader, he is given the assignments & he goes until its completed 90% of the time before the deadlines with quality results. | |
| Interfacing | 2 X 5 = 10 | John interfaces extremely well with Sr. Management & other personnel. His professionalism is outstanding. | |
| Trustworthiness | 3 X 5 = 15 | John is very trustworthy, he gets results. | |
| Regulatory | 3 X 5 = 15 | John has his lead auditor cert & is subject matter expert in Fitness for Duty, Security, Security Safeguards, MT&E & Procurement control. | |
| | | | |

EXHIBIT 25

PAGE 25 OF 28 PAGE(S)

Core Competency* TOTAL
SCORE: 184

Evaluator: Tom Bradish

EXHIBIT 25

PAGE 26 OF 28 PAGES(S)

STAFFING TRANSITION PROGRAM
CANDIDATE RATING FORM

EXHIBIT 25
PAGE 27 OF 28 PAGE(S)

| NAME | I.D. Number | Position | Interview Yes/No |
|---|-------------------------------|--|------------------|
| Jerry Bussone | 49537 | Quality Assurance Specialist | NO |
| Skills/Abilities | Weight X Rating Wt'd Score | Objective Business Explanation for Rating | |
| Safety Consciousness* | 3 X 4 = 12 | Jerry is the audit group Safety Coordinator and does a very good job of it. | |
| Teamwork* | 3 X 4 = 12 | Jerry is well like by all the audit group members. He has be a team player no matter what audit we put him on. | |
| Results Oriented* | 3 X 4 = 12 | Jerry is always trying to get the results a Supervisor's looking for he is very dedicated. | |
| Flexibility/ Adaptability* | 3 X 4 = 12 | Jerry is very flexible once given a job Jerry's more than willing to change and rearrange his priorities. | |
| Communications* | 3 X 3 = 9 | Jerry is a fair presenter at audit exit meetings. He has improved with the last two he has done. | |
| Individual Initiative* | 3 X 4 = 12 | Jerry has a lot of energy he does good work and on time, he thinks of new ways to accomplish checklist items in different ways. | |
| Decision Making/Creativity/ Innovation | 3 X 3 = 9 | Jerry generally makes good decisions when he knows about the subject. Jerry doesn't ask enough questions when he doesn't know something. | |
| Technical/Business Knowledge | 3 X 3 = 9 | Jerry's tech knowledge are in the area of warehouse, procurement, vendor supplies. The nuclear knowledge of the plant gives Jerry problems. | |
| Organization, Planning, Control, Report Writing | 3 X 4 = 12 | Jerry agonizes, plans & control his time effectively to accomplish audit goals. His reports are generally average. | |
| Leadership | 3 X 3 = 9 | Jerry leads audits successfully, we have to watch the makeup of his team but Jerry does a pretty good job. | |
| Interfacing | 2 X 4 = 8 | Jerry interfaces well with other groups when he is on a subject he is familiar with. He has problems when he doesn't know the subject & has to be encouraged to ask questions. | |
| Trustworthiness | 3 X 4 = 12 | Jerry can be trusted , he has high ethical & moral standards who works hard to complete his job. | |
| Regulatory | 3 X 5 = 15 | Jerry is currently certified lead auditor & has maintain it for 2 years. | |
| | | | |

Core Competency* TOTAL
SCORE: 143

Evaluator: Tom Bradish

25
EVALUATOR
PAGE 28 OF 28 (S)

10-QASS

POSITION SUMMARY

POSITION TITLE: Quality Assurance Specialist - Surveillance

LOCATION: Fermi 2 Power Plant

JOB GRADE: M-2*

POSITION: Revised

ORGANIZATIONAL UNIT: Nuclear Generation

REPORTS TO: Supervisor-Inspection and Surveillance

POSITION SUMMARY: Conducts surveillance activities to assess and assure that Fermi 2 is operated and maintained in a safe and reliable manner in accordance with regulatory and DECo requirements.

MINIMUM REQUIREMENTS:

Education: High School or GED equivalent

Exp./Tech. Knowledge: Five years of nuclear power plant experience in examination, inspection, testing, maintenance, modifications, operations, radiation protection, engineering or radwaste activities. (The M-4 position requires RO/SRO currently or previously certified position.)

Regulatory: ANSI N45.2.6 - 1978 preferable

MAJOR ACCOUNTABILITIES:

- A. Accurately assesses and communicates through surveillances the performance of Nuclear Generation.
- B. Focuses surveillances in maintenance, modification, operations, radiation protection, radwaste and technical areas to assure appropriate coverage of the right areas based on significance and performance.
- C. Causes improvements in quality and efficiency and minimizes regulatory concern.
- D. Communicates clearly to Supervisor-Inspection and Surveillance and plant management on the performance of the organization.
- E. Assists in preparation of reports in the surveilled areas.

3-93-0

*A-7 to M-2, M-4 (family)

EXHIBIT 26
1 OF 49 PAGES

A/15

CORE COMPETENCIES:

| Core Competency | Specific Description | Weight |
|--------------------------|--|--------|
| Safety Consciousness | Maintains knowledge of all safety procedures and regulations. Performs all functions in a safe manner. | 3 |
| Teamwork | Identifies with and supports team objectives and goals. Takes a constructive and positive approach to problem solving. | 3 |
| Results Oriented | Plans for, communicates, implements and/or recommends and accommodates changes that contribute to the achievement of Nuclear Generation Continuous Improvement process. | 3 |
| Flexibility/Adaptability | Effectively responds to change in direction, priorities and personalities. Understands what implications changes in Nuclear Engineering and the nuclear environment may have and adjusts priorities on short notice. | 3 |
| Communications | Clearly and concisely expresses ideas, orally and in writing, in individual and group situations. Listens, comprehends, processes information and responds to communication from others. Openly accepts positive suggestions. Effectively utilizes communication skills to keep work group informed when acting in a Leader capacity. Takes constructive and positive approaches to problem solving. | 3 |
| Individual Initiative | Identifies and acts to resolve problems without hesitation. Insures appropriate people who are knowledgeable of the problem work proactively to identify solutions. Secures relevant information, relates and compares data from different sources, considers alternative courses of action, and makes sound business decisions. Assumes responsibility for resolution of the problem, if appropriate. | 3 |

JOB SPECIFIC SKILL/ABILITY REQUIREMENTS:

| Skill/Ability | Specific Description | Weight |
|---------------------------------------|--|--------|
| Decision Making/Creativity/Innovation | Willing to make and support decisions, render judgment and take action. Evaluates, selects, applies and adapts technical and management techniques in making decisions. Devises new innovative approaches to problems. | 3 |
| Technical/Business Knowledge | Understands the nuclear generation industry developments and trends. Understands nuclear generation in contributing to the safe and reliable operation of the plant. | 3 |
| Multi-functions | Able to work across disciplines and functions to achieve the common goals and business of the Company. | 2 |
| Interpersonal Skills | Establishes and maintains working relationships within Nuclear Generation and establishes credibility. Relates to others in a positive, credible and mature manner. | 2 |
| Trustworthiness | Works effectively and with highest ethical and moral standards that contribute to the safe and reliable operation of the plant. | 3 |

10-QASS

EXHIBIT 26
PAGE 2 OF 49 PAGE(S)

3

CANDIDATE IDENTIFICATION FORM

Position Title: Quality Assurance Specialist - Surveillance
 Temporary Grade: M-2*

CANDIDATES

| | REQUIREMENT: High School or GED equivalent | REQUIREMENT: 5 yrs' exp. in examination, inspection testing, maintenance, modifications, operations, radiation protection engineering or radwaste activities. (M-4 position requires RO/SRO currently or previous certified position) | REQUIREMENT: ANSI N45.2.6 - 1978 preferable | REQUIREMENT: |
|-----------------------------|--|---|---|-----------------------|
| 1. Michael A. Quint | ✓ | ✓ | ✓ | PERMIT 26 P. OF 49 |
| 2. Robert M. Bourdua | ✓ | ✓ | ✓ | |
| 3. David R. Gnaedinger | ✓ | ✓ | ✓ | |
| 4. James R. Climer | ✓ | ✓ | | |
| 5. Donald J. Kelsic | ✓ | ✓ | ✓ | |
| 6. Paul J. Perchard | ✓ | ✓ | ✓ | |
| 7. Sidney L. Phipps | ✓ | ✓ | | |
| 8. Walter M. Ostrom | ✓ | ✓ | ✓ | |
| 9. Blair E. Vickman | ✓ | ✓ | ✓ | |
| 10. John W. Cox | ✓ | ✓ | ✓ | |
| 11. Lon G. Cook | ✓ | ✓ | ✓ | |
| 12. John E. Heins | ✓ | ✓ | ✓ | |
| 13. Don W. Delk | ✓ | ✓ | ✓ | |
| 14. Jimmy L. Martin | ✓ | ✓ | ✓ | |
| 15. Richard C. Drouillard | ✓ | ✓ | ✓ | |
| 16. Ama K. Elbe | ✓ | ✓ | | |
| 17. Paul G. Jehn | ✓ | | ✓ | |
| 18. Michael T. Koralewski | ✓ | ✓ | ✓ | |
| 19. Everett C. Palmer | ✓ | ✓ | ✓ | |
| 20. Robert D. Simpson | ✓ | ✓ | | |
| 21. James E. Wingfield, Jr. | ✓ | ✓ | ✓ | |

POSITION TITLE: Quality Assurance Specialist - Surveillance

MX-100455

| 1) Name Organizational Unit Reports to (position) | A | | B | | C | | D | | |
|---|------------------|-------------------|---------------------|-----------------|---------------|---------------|---------------|---------------|---------------|
| | Michael A. Quint | Robert M. Bourdus | David R. Graefinger | James R. Climer | 4) x rating | 5) Wt'd Score | 4) x rating | 5) Wt'd Score | |
| 2) SKILLS AND ABILITIES | 3) Wt | 4) x rating | 5) Wt'd Score | 4) x rating | 5) Wt'd Score | 4) x rating | 5) Wt'd Score | 4) x rating | 5) Wt'd Score |
| Safety Consciousness* | 3 | 4 | 12 | 4 | 12 | 4 | 12 | 3 | 9 |
| Teamwork* | 3 | 4 | 12 | 4 | 12 | 4 | 12 | 2 | 6 |
| Results Oriented* | 3 | 4 | 12 | 3 | 9 | 3 | 9 | 2 | 6 |
| Flexibility/Adaptability* | 3 | 4 | 12 | 4 | 12 | 4 | 12 | 1 | 3 |
| Communications* | 3 | 4 | 12 | 3 | 9 | 3 | 9 | 3 | 9 |
| Individual Initiative* | 3 | 4 | 12 | 4 | 12 | 3 | 9 | 1 | 3 |
| Decision Making/Creativity/Innovation | 3 | 3 | 9 | 3 | 9 | 3 | 9 | 2 | 6 |
| Technical/Business Knowledge | 3 | 4 | 12 | 4 | 12 | 4 | 12 | 3 | 9 |
| Multi-functions | 2 | 4 | 8 | 4 | 8 | 4 | 8 | 3 | 6 |
| Interpersonal Skills | 2 | 4 | 8 | 3 | 6 | 4 | 8 | 2 | 4 |
| Trustworthiness | 3 | 5 | 15 | 5 | 15 | 5 | 15 | 3 | 9 |
| *Core competency | | | | | | | | | |
| 6) TOTAL SCORE (add columns): | | | 124 | | 116 | | 115 | | 70 |

7) Other consideration impacting selection:

- 8) Candidate Selected: Paul G. Jehn
- Donald J. Kelsic
- David Graefinger
- Walter M. Ostrom
- Michael A. Quint

Incumbent: yes
Incumbent: yes
Incumbent: yes
Incumbent: yes
Incumbent: yes

8) Comparable job: n/a
9) Comparable job: n/a
8) Comparable job: n/a
9) Comparable job: n/a
8) Comparable job: n/a

yes
yes
yes
yes
yes

10) Attach Position Summary and any supporting documentation or written comments.

Evaluator's Signature & Title _____ Approval Signature _____
 Print Evaluator's Signature & Title _____ Print Name and Title Above _____
 Extension: _____ Date: _____ Extension: _____ Date: _____

STAFFING PLAN IN PROGRAM
SELF-CHECK IPIX

PERSONAL &
CONFIDENTIAL

POSITION TITLE: Quality Assurance Specialist - Surveillance

E F G H

MX-100CLASS

| 1) Name Organizational Unit Reports to (position) | Donald J. Keis/c Nuclear Generation Supervisor-Inspection & Surveillance | | Paul J. Percherd Nuclear Generation Supervisor-Inspection & Surveillance | | Sidney L. Phipps Nuclear Generation Supervisor-Inspection & Surveillance | | Walter M. Ostrom Nuclear Generation Supervisor-Inspection & Surveillance | | |
|---|---|-------------|---|-------------|---|-------------|---|-------------|---------------|
| | 3) WR | 4) x rating | 5) Wt'd Score | 4) x rating | 5) Wt'd Score | 4) x rating | 5) Wt'd Score | 4) x rating | 5) Wt'd Score |
| 2) SKILLS AND ABILITIES | | | | | | | | | |
| Safety Consciousness* | 3 | 4 | 12 | 3 | 9 | 3 | 9 | 4 | 12 |
| Teamwork* | 3 | 4 | 12 | 2 | 6 | 2 | 6 | 4 | 12 |
| Results Oriented* | 3 | 4 | 12 | 2 | 6 | 2 | 6 | 5 | 12 |
| Flexibility/Adaptability* | 3 | 3 | 9 | 3 | 9 | 2 | 6 | 5 | 15 |
| Communications* | 3 | 3 | 9 | 3 | 9 | 1 | 3 | 3 | 9 |
| Individual Initiative* | 3 | 4 | 12 | 2 | 6 | 2 | 6 | 5 | 15 |
| Decision Making/Creativity/Innovation | 3 | 3 | 9 | 3 | 9 | 2 | 6 | 4 | 12 |
| Technical/Business Knowledge | 3 | 4 | 12 | 3 | 9 | 3 | 9 | 4 | 12 |
| Multi-functions | 2 | 3 | 6 | 3 | 6 | 2 | 4 | 5 | 10 |
| Interpersonal Skills | 2 | 2 | 4 | 3 | 6 | 1 | 2 | 4 | 8 |
| Trustworthiness | 3 | 5 | 15 | 3 | 9 | 3 | 9 | 5 | 15 |
| *Core competency | | | 112 | | 84 | | 66 | | 132 |

6) TOTAL SCORE (add columns):
7) Other consideration impacting selection:

8) Candidates Selected:

10) Attach Position Summary and any supporting documentation or written comments.

Incumbent: yes no n/s
9) Competible job: yes no

Evaluator's Signature & Title

Approval Signature

Print Evaluator's Signature & Title

Print Name and Title Above

Extension: _____ Date: _____

Extension: _____ Date: _____

STAFFING TRAINING PROGRAM
 SELECTIVE MATRIX

POSITION TITLE: Quality Assurance Specialist - Surveillance

| 1) Name Organizational Unit Reports to (position) | I Blair E. Wickstrom Nuclear Generation Supervisor-Inspection & Surveillance | | J John W. Cox Nuclear Generation Supervisor-Inspection & Surveillance | | K Lonn G. Cook Nuclear Generation Supervisor-Inspection & Surveillance | | L John E. Helms Nuclear Generation Supervisor-Inspection & Surveillance | | |
|---|---|-------------|--|-------------|---|-------------|--|-------------|---------------|
| | 3) WT | 4) x rating | 5) WT'd Score | 4) x rating | 5) WT'd Score | 4) x rating | 5) WT'd Score | 4) x rating | 5) WT'd Score |
| 2) SKILLS AND ABILITIES | | | | | | | | | |
| Safety Consciousness* | 3 | 3 | 9 | 4 | 12 | 3 | 9 | 3 | 12 |
| Teamwork* | 3 | 2 | 6 | 3 | 9 | 4 | 12 | 3 | 9 |
| Results Oriented* | 3 | 2 | 6 | 3 | 9 | 4 | 12 | 3 | 9 |
| Flexibility/Adaptability* | 3 | 2 | 6 | 3 | 9 | 4 | 12 | 3 | 9 |
| Communications* | 3 | 2 | 6 | 3 | 9 | 3 | 9 | 3 | 9 |
| Individual Initiative* | 3 | 2 | 6 | 4 | 12 | 3 | 9 | 2 | 6 |
| Decision Making/Creativity/Innovation | 3 | 2 | 6 | 4 | 12 | 4 | 12 | 2 | 6 |
| Technical/Business Knowledge | 3 | 4 | 12 | 4 | 12 | 4 | 12 | 4 | 12 |
| Multi functions | 2 | 3 | 6 | 4 | 8 | 3 | 6 | 4 | 8 |
| Interpersonal Skills | 2 | 3 | 6 | 3 | 6 | 3 | 6 | 2 | 4 |
| Trustworthiness | 3 | 3 | 9 | 5 | 15 | 4 | 12 | 2 | 6 |
| *Core competency | | | 78 | | 113 | | 111 | | 80 |

6) TOTAL SCORE (add columns):
 7) Other consideration impacting selection:

8) Candidate Selected: Incumbent: yes no n/a 8) Comparable job: yes no

10) Attach Position Summary and any supporting documentation or written comments.

Evaluator's Signature & Title

Approval Signature

Print Evaluator's Signature & Title

Print Name and Title Above

Extension: _____ Date: _____

Extension: _____ Date: _____

POSITION TITLE: Quality Assurance Specialist - Surveillance

Q- R S T

| 1) Name Organizational Unit Reports to (position) | Paul G. Jahn Nuclear Generation Supervisor-Inspection & Surveillance | | Michael T. Koralewski Nuclear Generation Supervisor-Inspection & Surveillance | | Everett C. Palmer Nuclear Generation Supervisor-Inspection & Surveillance | | Robert D. Simpson Nuclear Generation Supervisor-Inspection & Surveillance | | |
|---|--|-------------|---|-------------|---|-------------|---|-------------|---------------|
| | 3) Wt | 4) x rating | 5) Wt'd Score | 4) x rating | 5) Wt'd Score | 4) x rating | 5) Wt'd Score | 4) x rating | 5) Wt'd Score |
| 2) SKILLS AND ABILITIES | | | | | | | | | |
| Safety Consciousness* | 3 | 3 | 9 | 3 | 9 | 3 | 9 | 4 | 6 |
| Teamwork* | 3 | 4 | 12 | 3 | 9 | 2 | 6 | 3 | 9 |
| Results Oriented* | 3 | 4 | 12 | 3 | 9 | 4 | 12 | 4 | 12 |
| Flexibility/Adaptability* | 3 | 3 | 9 | 3 | 9 | 2 | 6 | 3 | 9 |
| Communications* | 3 | 3 | 9 | 3 | 9 | 2 | 6 | 3 | 9 |
| Individual Initiative* | 3 | 4 | 12 | 3 | 9 | 4 | 12 | 4 | 12 |
| Decision Making/Creativity/Innovation | 3 | 3 | 9 | 3 | 9 | 3 | 9 | 3 | 9 |
| Technical/Business Knowledge | 3 | 2 | 6 | 4 | 12 | 3 | 9 | 4 | 12 |
| Multi-functions | 2 | 4 | 8 | 2 | 4 | 3 | 6 | 3 | 6 |
| Interpersonal Skills | 2 | 4 | 8 | 2 | 4 | 2 | 4 | 2 | 4 |
| Trustworthiness | 3 | 3 | 9 | 3 | 9 | 3 | 9 | 3 | 9 |
| *Core competency | | | | | | | | | |
| 5) TOTAL SCORE (add columns): | | | 103 | | 82 | | 86 | | 100 |
| 7) Other consideration impacting selection: | | | | | | | | | |
| 8) Candidate Selected: | | | | | | | | | |
| 10) Attach Position Summary and any supporting documentation or written comments. | | | | | | | | | |

Incumbent: yes no n/a 9) Comparable job: yes no

Evaluator's Signature & Title

Approved Signature

Print Evaluator's Signature & Title

Print Name and Title Above

Extension: _____ Date: _____

Extension: _____ Date: _____

POSITION TITLE: Quality Assurance Specialist - Surveillance

MK-1024SS

| 1) Name Organizational Unit Reports to (position) | U | | V | | W | | X | | |
|---|-------|-------------|---------------|-------------|---------------|-------------|---------------|-------------|---------------|
| | 3) Wt | 4) x rating | 5) Wt'd Score | 4) x rating | 5) Wt'd Score | 4) x rating | 5) Wt'd Score | 4) x rating | 5) Wt'd Score |
| James E. Wingfield, Jr. Nuclear Generation Supervisor-Inspection & Surveillance | | | | | | | | | |
| 2) SKILLS AND ABILITIES | | | | | | | | | |
| Safety Consciousness* | 3 | 3 | 9 | | | | | | |
| Teamwork* | 3 | 3 | 9 | | | | | | |
| Results Oriented* | 3 | 3 | 9 | | | | | | |
| Flexibility/Adaptability* | 3 | 3 | 9 | | | | | | |
| Communications* | 3 | 2 | 6 | | | | | | |
| Individual Initiative* | 3 | 2 | 6 | | | | | | |
| Decision Making/Creativity/Innovation | 3 | 3 | 9 | | | | | | |
| Technical/Business Knowledge | 3 | 3 | 9 | | | | | | |
| Multi-functions | 2 | 3 | 6 | | | | | | |
| Interpersonal Skills | 2 | 3 | 6 | | | | | | |
| Trustworthiness | 3 | 3 | 9 | | | | | | |
| *Core-competency | | | | | | | | | |
| 6) TOTAL SCORE (add columns): | | | 87 | | | | | | |
| 7) Other consideration impacting selection: | | | | | | | | | |
| 8) Candidate Selected: | | | | | | | | | |
| 9) Comparable job: | | | | | | | | | |
| 10) Attach Position Summary and any supporting documentation or written comments. | | | | | | | | | |

Incumbent: yes no n/a

9) Comparable job: yes no

Approval Signature

Print Name and Title Above

Extension: _____ Date: _____

Extension: _____ Date: _____

STAFFING TRANSITION PROGRAM
CANDIDATE RATING FORM

EXHIBIT 26
 P. 10 OF 49 PAGES

| NAME | I.D.# | POSITION | INTERVIEW YES/NO |
|---|-------------------------------|--|------------------|
| J. Martin. | 50647 | Group Leader - Quality Assurance Specialist | No |
| Skills/Abilities | Weight X Rating- W'd Score | Objective Business Explanation for Rating | |
| Safety Consciousness* | 3 X 3 = 9 | Jim is a safety conscious individual. For the types of audits that Jim performs, he is aware of the safety procedures and regulations that are to be used and followed. Jim functions in a safe manner. | |
| Teamwork* | 3 X 3 = 9 | Jim is what I would call an average team player. He does not exert himself. Jim will do just what he has to do and no more. Jim does support the goals and objectives of the group & plant but only to the point that he has to. | |
| Results Oriented* | 3 X 3 = 9 | As mentioned above, Jim will do just what he has to do. He is not a highly motivated individual. He comes up with suggestions & recommendations but not very often. | |
| Flexibility/ Adaptability* | 3 X 3 = 9 | Jim is flexible, but he will not volunteer his services as readily as other individuals will. Jim does understand the significance of changes in Nuclear Engineering or the environment, but he does not respond rapidly. | |
| Communications* | 3 X 2 = 6 | Jim's writing and verbal skills are below average. Jim is a very quiet & shy person and when giving presentations, Jim does not come across in a very positive manner. Jim does not come across with confidence when making audit presentations, or even in group discussions. | |
| Individual Initiative* | 3 X 2 = 6 | Jim is a laid back individual, and is not a highly motivated individual. Jim will solve problems but at times may not dig deep enough to get all the facts. Audit on yellow lining can be used as an example. | |
| Decision Making/ Creativity/ Innovation | 3 X 2 = 6 | It is hard for Jim to make a decision. He is somewhat at ease when someone can make the decision for him. Jim does not have confidence in the abilities and strengths that he does have. | |
| Technical/ Business Knowledge | 3 X 3 = 9 | Jim does understand the industry developments and trends and what impacts, that are negative, have on EF2 and the Company. Jim is cognizant of what it takes to operate a nuclear plant safely and efficiently. | |
| Multi-Functions | 2 X 3 = 6 | Jim can work across various disciplines, but he is not the type of individual who is comfortable doing it. He would just as soon have someone else take the lead and he would just follow. | |

| | | |
|----------------------|-------------|---|
| interpersonal Skills | 2 X 2 = 4 | Jim does have a good working relationship with whom he works with. Jim does not have confidence in himself and thereby does not come across in a positive manner. |
| Trustworthiness | 3 X 5 = 15 | This is one of Jim's strong assets. He is a very trustworthy and honest individual. Jim does perform his audits in a ethical and moral way. |
| | | |
| | | |
| Core Competency* | TOTAL SCORE | |
| | | |

Evaluator: Robert J. Szkotnicki

EXHIBIT 26
 PAGE 11 OF 49 PAGES(S)

STAFFING TRANSITION PROGRAM
CANDIDATE RATING FORM

26
 12-27-49
 FMURIT

| NAME | I.D. Number | Position | Interview Yes/No |
|--|-------------------------------|---|------------------|
| R. Drouillard | 34125 | Quality Assurance Specialist - Surveillance | NO |
| Skills/Abilities | Weight X Rating Wt'd Score | Objective Business Explanation for Rating | |
| Safety Consciousness* | 3 X 3 = 9 | Dick is trained on all safety and radiation protection procedures and fully supports/complies with their implementation. | |
| Teamwork* | 3 X 4 = 12 | Dick has demonstrated his spirit of team play during 2 refueling outages as refuel floor supervisor. | |
| Results Oriented* | 3 X 4 = 12 | Extremely results oriented in regard to his task assignments. | |
| Flexibility/ Adaptability* | 3 X 2 = 6 | Usually he is initially resistant to change. | |
| Communications* | 3 X 2 = 6 | Often over communicates - verbose explanations/instructions mask the essential information. | |
| Individual Initiative* | 3 X 4 = 12 | Dick has a lot of individual initiative and is task driven. | |
| Decision Making/Creativity/ Innovation | 3 X 3 = 9 | Willing to make quick decisions in his area of expertise. Has demonstrated the ability to adopt to changing work conditions as well as Engineering changes. | |
| Technical/Business Knowledge | 3 X 4 = 12 | Extremely knowledgeable of refuel floor tooling and procedures as well as vessel/intervals. | |
| Multi-functions | 2 X 3 = 6 | Dick can work across multiple disciplines, but he is better on working on one project at a time. His quality goes down when he works on more than one thing at a time. | |
| Interpersonal Skills | 2 X 3 = 6 | Dick presents himself in a satisfactory manner. Dick has a good working relationship with the people he works with. This was evident throughout refuel outages, 1, 2 & 3. | |
| Trustworthiness | 3 X 3 = 9 | Dick is trustworthy and honest. He is a credible individual. He works with high moral and ethical standards. | |

Core Competency* TOTAL
SCORE:

Evaluator: Robert J. Szkotnicki

Prepared this evaluation using information from evaluation prepared by Mr. Hal Higgins.

STAFFING TRANSITION PROGRAM
CANDIDATE RATING FORM

UNIT 24
 13 49

| NAME | LD.# | POSITION | INTERVIEW YES/NO |
|---|--------------------------------|--|------------------|
| J. Wingfield. | 38533 | Quality Assurance Specialist-Surveillance | No |
| Skills/Abilities | Weight X Rating- Wt'd Score | Objective Business Explanation for Rating | |
| Safety Consciousness* | 3 X 3 = 9 | Work performed in a safe manner. Has a good understanding of safety procedures and regulations. No safety incidents. | |
| Teamwork* | 3 X 3 = 9 | Supports team objective and goals. Willing to accept any assigned shift to help meet due dates. Generally takes a positive approach to problem solving. | |
| Results Oriented* | 3 X 3 = 9 | Does not seek or follow through on recommended changes to improve maintenance. Often satisfied with status quo. | |
| Flexibility/ Adaptability* | 3 X 3 = 9 | Generally responds positively to change in direction/priorities. Has an understanding of implications changes in the nuclear environment may have and adjusts priorities as necessary. | |
| Communications* | 3 X 2 = 6 | Oral communication skills are adequate. Written communication skills need improvement. Keeps supervision informed of work progress. | |
| Individual Initiative* | 3 X 2 = 6 | Does not actively seek responsibility to resolve problems. Will take action when directed. | |
| Decision Making/ Creativity/ Innovation | 3 X 3 = 9 | Jim's overall decision making skills are average. While performing his duties as an electrical foreman, Jimmy has to make decisions on appropriate corrective action and he does well. | |
| Technical/ Business Knowledge | 3 X 3 = 9 | Has some knowledge of nuclear industry developments and trends such as valve motor operation diagnostic testing. Has knowledge of nuclear generation goals to ensure safe and reliable operation at the plant and implements in daily activity (i.e. ALARA/Safety) | |
| Multi-Functions | 2 X 3 = 6 | Works well with other organizations to achieve common goals as demonstrated during RF02 and RF03. | |
| Interpersonal Skills | 2 X 3 = 6 | Jim establishes a good relationship with the people he works with. At times he may aggravate people in the manner that he expresses himself. He may get very boisterous at times. | |
| Trustworthiness | 3 X 3 = 9 | Jim is a good and honest person. Jim works with good ethical and moral standards. | |
| | | | |
| | | | |

| | | |
|------------------|-------------|--|
| | | |
| Core Competency* | TOTAL SCORE | |
| | | |

Evaluator: Robert J. Szkotnicki

Used some information from evaluation prepared by Mr. John Hughes. John Hughes was Jim's supervisor.

EXHIBIT 26
14 - 49

STAFFING TRANSITION PROGRAM
CANDIDATE RATING FORM

FRAUDIT 26
15 OF 49

| NAME | I.D.# | POSITION | INTERVIEW YES/NO |
|---|--------------------------------|--|------------------|
| Rob Simpson | 50567 | Quality Assurance Specialist-Surveillance | No |
| Skills/Abilities | Weight X Rating- Wt'd Score | Objective Business Explanation for Rating | |
| Safety Consciousness* | 3 X 2 = 6 | Have found some safety hazards in area Rob has been responsible for. | |
| Teamwork* | 3 X 3 = 9 | Supports goals for reducing radwaste and solving problems. | |
| Results Oriented* | 3 X 5 = 15 | In interaction with him as Radwaste Supv-Shipping, he has been very interested in making timely shipments, in containers meeting requirements and in improvements. | |
| Flexibility/ Adaptability* | 3 X 3 = 9 | Does respond to changes in requirements. Has limited flexibility when ideas contrary to his opinion. | |
| Communications* | 3 X 3 = 9 | Communications adequately in meetings and in interactions I have had with him. | |
| Individual Initiative* | 3 X 4 = 12 | Has taken initiative to solve problems in shipping area and improve OSSF. More improvements though after dept. head changed. | |
| Decision Making/ Creativity/ Innovation | 3 X 3 = 9 | Can make decisions and make improvement suggestions Commitment review for procedure change to eliminate QA hold points not very timely. | |
| Technical/ Business Knowledge | 3 X 4 = 12 | Has been Radwaste Supv. Has been RP tech. | |
| Multi-Functions | 2 X 3 = 6 | Could be used for radwaste or rad protection surv. Could help in outage assignment if we could spare. Doesn't have maint background. | |
| Interpersonal Skills | 2 X 2 = 4 | I have had good relations with him, but have heard from multiple sources that his temper is very bad when he is crossed. This dealt with outside agencies. | |
| Trustworthiness | 3 X 3 = 9 | No problem in this area that I am aware of. | |
| Core Competency* | TOTAL SCORE | | |

15/05/91
26



Evaluator: L. S. Goodman/R. J. Szkotnicki

STAFFING TRANSITION PROGRAM
CANDIDATE RATING FORM

| NAME | I.D.# | POSITION | INTERVIEW YES/NO |
|---|--------------------------------|---|------------------|
| E. Palmer | 48009 | Quality Assurance Specialist-Surveillance | No |
| Skills/Abilities | Weight X Rating- Wt'd Score | Objective Business Explanation for Rating | |
| Safety Consciousness* | 3 X 3 = 9 | Everett is trained in all aspects of safety and radiological controls and supports these programs. | |
| Teamwork* | 3 X 2 = 6 | Problem solving at times could be more open-minded, needs to be more receptive to others ideas. | |
| Results Oriented* | 3 X 4 = 12 | Tends to be extremely goal oriented as is demonstrated by his work on the condenser hookup and EOP implementation during RF03. | |
| Flexibility/ Adaptability* | 3 X 2 = 6 | If other's ideas conflict with his own, Everett normally is inflexible until directed otherwise. | |
| Communications* | 3 X 2 = 6 | Everett's oral & written outgoing communication is very good. However, his ability to listen & comprehend needs improvement. Doesn't normally openly accept positive suggestions-Argumentative. | |
| Individual Initiative* | 3 X 4 = 12 | Everett will take the initiative to solve problems and follow through with resolution. For example, investigation and repair of condenser vacuum leaks. | |
| Decision Making/ Creativity/ Innovation | 3 X 3 = 9 | Everett is willing to make decisions, take action and make commitments. | |
| Technical/ Business Knowledge | 3 X 3 = 9 | Understands the industry developments & trends which has been demonstrated by DER resolution concerning NRC/INPO bulletins and reports. | |
| Multi-Functions | 2 X 3 = 6 | Everett is able to work across multiple disciplines. Everett is a member of PMRG as the representative for Operations. He is on the communications task force. During outages, Everett has been designated the flood up task manager. | |
| Interpersonal Skills | 2 X 2 = 4 | Everett doesn't get along well with some people. He has a cocky attitude. He does have a problem working with others. | |
| Trustworthiness | 3 X 3 = 9 | Everett is trustworthy and honest. He was certified SRO. | |

Everett 26
 17 OF 49 PAGES(S)

| | | |
|------------------|-------------|--|
| | | |
| Core Competency* | TOTAL SCORE | |
| | | |

Evaluator: Robert J. Szkotnicki

This evaluation was prepared using information from the evaluation prepared by J. Nyquist, plus telephone conversations with R. O'Sullivan & Ron Henson on 4/15/93

EXHIBIT 26
 PAGE 18 OF 49 PAGES

STAFFING TRANSITION PROGRAM
CANDIDATE RATING FORM

UNIT 26
 PAGE 19 OF 49 PAGE(S)

| NAME | I.D.# | POSITION | INTERVIEW YES/NO |
|---|-------------------------------|---|------------------|
| M. Koralewski | 35683 | Quality Assurance Specialist-Surveillance | No |
| Skills/Abilities | Weight X Rating- W'd Score | Objective Business Explanation for Rating | |
| Safety Consciousness* | 3 X 3 = 9 | Mike is Safety conscious and follows the appropriate safety practices while performing his work. | |
| Teamwork* | 3 X 3 = 9 | Mike is a team player, but at times you need to get him on the side and explain to him what we're trying to achieve. Mike, at times may become vocal and disrupt the rest of the work group by his outbursts. | |
| Results Oriented* | 3 X 3 = 9 | Mike will do what he has to do to get the job done. Mike does not like to be pressured. He likes to do things at his own pace. | |
| Flexibility/ Adaptability* | 3 X 3 = 9 | Mike is somewhat flexible, but he may question why the direction or priorities are changing when it is not to his way of thinking. | |
| Communications* | 3 X 3 = 9 | Mike communicates satisfactorily. He may at times raise his voice, if things are not going his way. Mike hears what he wants to hear. Mike's writing skills are adequate. | |
| Individual Initiative* | 3 X 3 = 9 | Mike will do just what he needs to do to get a job. Mike is good at a job if he can work alone. Mike is a steady worker, but works at his own pace. | |
| Decision Making/ Creativity/ Innovation | 3 X 3 = 9 | Mike's decision making skills are satisfactory. He will make a decision when he has to. Mike has an interest in computers, enjoys making improvements on simplifying computer programs, etc. | |
| Technical/ Business Knowledge | 3 X 4 = 12 | Mike has a good technical and business knowledge of the nuclear industry. Mike was a former SRO certified operator at EF2. | |
| Multi-Functions | 2 X 2 = 4 | Mike can work across disciplines, but he is better off if he works by himself. Mike at times may get hot tempered if things aren't going his way. | |
| Interpersonal Skills | 2 X 2 = 4 | Mike needs to control his temper and emotions. When things are going good, Mike is okay, but if not, he'll get very boisterous. | |
| Trustworthiness | 3 X 3 = 9 | Mike is trustworthy and honest. Mike works with moral and ethical standards. | |
| | | | |

| | | |
|------------------|-------------|--|
| Core Competency* | TOTAL SCORE | |
| | | |
| | | |

Evaluator: Robert J. Szkotnicki

STAFFING TRANSITION PROGRAM
CANDIDATE RATING FORM

| NAME | I.D.# | POSITION | INTERVIEW YES/NO |
|---|-------------------------------|--|------------------|
| Paul G. Jahn | 52291 | Quality Assurance Specialist-Surveillance | No |
| Skills/Abilities | Weight X Rating- W'd Score | Objective Business Explanation for Rating | |
| Safety Consciousness* | 3 X 3 = 9 | No problems in this area. | |
| Teamwork* | 3 X 4 = 12 | Good team player per supv during outage assignment. | |
| Results Oriented* | 3 X 4 = 12 | Made improvements and learned Licensing position in short time. | |
| Flexibility/ Adaptability* | 3 X 3 = 9 | Has responded to changes in assignments. Helping with audit now. | |
| Communications* | 3 X 3 = 9 | Oral and written communications I have seen have been acceptable. | |
| Individual Initiative* | 3 X 4 = 12 | Per supv, took on new responsibilities in time in Licensing. | |
| Decision Making/ Creativity/ Innovation | 3 X 3 = 9 | Per supv, did well in Licensing, including innovation. Decision making is satisfactory. | |
| Technical/ Business Knowledge | 3 X 2 = 6 | Mech Eng, approximately 2 yrs nuclear but previous design & manufacturing exp. Probably could certify mech insp. | |
| Multi-Functions | 2 X 4 = 8 | Outage assignment, Licensing, MEG | |
| Interpersonal Skills | 2 X 4 = 8 | Good per Supv, also working out on audit team. | |
| Trustworthiness | 3 X 3 = 9 | Meets expectations of supv. | |
| | | | |
| Core Competency* | TOTAL SCORE | | |
| | | | |

PAGES 26

PAGE 21 OF 49 PAGES(S)

EXHIBIT 26
- 22 OF 49 PAGES(S) -

Evaluator: L. S. Goodman

STAFFING TRANSITION PROGRAM
CANDIDATE RATING FORM

FMMUIT 26
 PAGE 23 OF 49 PAGES(S)

| NAME | I.D. Number | Position | Interview Yes/No |
|---|------------------------------|---|------------------|
| A. Elibe | 48525 | Quality Assurance Specialist-Surv. | NO |
| Skills/Abilities | Weight X Rating W'd Score | Objective Business Explanation for Rating | |
| Safety Consciousness* | 3 X 3 = 9 | Ama is safety conscious and performs his work in a safe and efficient manner. Ama's primary work area is at his desk rather than in the field. Ama's primary area of responsibility is the NPRDS program (Nuclear Plant Reliability Data System). | |
| Teamwork* | 3 X 4 = 12 | Ama is a team player, gets along well with everyone. Ama does look at new approaches for trying to solve NPRDS problems. Ama will help and assist anyone who may need help. | |
| Results Oriented* | 3 X 3 = 9 | Ama is results oriented and works hard at trying to maintain the NPRDS data base current. Ama does make suggestions & recommendations when he believes changes in his work area of responsibility are required. | |
| Flexibility/ Adaptability* | 3 X 3 = 9 | Ama adapts to changes for direction and priorities very well. If he is asked to perform other duties when it is required, Ama will do it willingly. | |
| Communications* | 3 X 2 = 6 | This may be a weak spot for Ama. This is due to his culture accent. When Ama tries to explain something to you he has difficulty doing it. When he feels that you are not understanding him, he gets nervous and then it is still harder to understand him. | |
| Individual Initiative* | 3 X 4 = 12 | Ama is a very hard worker, is a self starter and works continuously. Ama stays to himself and does not get tied up in office type conversations. | |
| Decision Making/Creativity/ Innovation | 3 X 3 = 9 | Ama's decision making skills are satisfactory. Does use innovative measures while reviewing NPRDS system for changes. | |
| Technical/Business Knowledge | 3 X 3 = 9 | Ama does understand the nuclear business and what impacts arise as a result of equipment type failures in the plant. | |
| Multi-functions | 2 X 3 = 6 | Ama can work across multiple disciplines, but the communications problem acts as a barrier to more multi-discipline function activities. | |
| Interpersonal Skills | 2 X 3 = 6 | Ama has a good working relationship with everyone that he works with. Ama is a good worker and is very personable when you get to know him. | |
| Trustworthiness | 3 X 5 = 15 | Ama is very trustworthy, honest and conscientious. Ama is a professional in the true sense of the word. He works with the highest ethical and moral standards. | |

26

| | | | |
|--|--|--|--|
| | | | |
| | | | |
| | | | |
| | | | |

Core Competency* TOTAL SCORE: 109

Evaluator: Robert J. Szkotnicki

STAFFING TRANSITION PROGRAM
CANDIDATE RATING FORM

EXHIBIT 26
PAGE 25 OF 49 PAGES

| NAME | I.D. Number | Position | Interview Yes/No |
|--|-------------------------------|--|------------------|
| D. Delk | 50815 | QA Specialist-Surveillance | NO |
| Skills/Abilities | Weight X Rating Wt'd Score | Objective Business Explanation for Rating | |
| Safety Consciousness* | 3 X 4 = 12 | Don is a very safety conscious person and fully understands the safety procedures and regulations. Don always follows the appropriate safety rules while performing his job activities. | |
| Teamwork* | 3 X 3 = 9 | Don is a team player, but at times he may annoy people by the way he comes across and expresses himself. Don does definitely support the goals and objectives of the group and the plant. | |
| Results Oriented* | 3 X 4 = 12 | Don is very results oriented. Don does continue to follow up on items that he uncovers during audits. Some of the ways he follows up on an open items, may annoy the people he is trying to get results from. | |
| Flexibility/ Adaptability* | 3 X 4 = 12 | Don is very flexible and adapts to changes in direction or priorities. Don is a very hard working individual who will change if plant or work group priorities change, even suddenly. | |
| Communications* | 3 X 3 = 9 | Don's communication skills are satisfactory. Don's writing and verbal skills are adequate to get the job done. Don's written reports on projects that he has completed are very thorough and to the point. | |
| Individual Initiative* | 3 X 4 = 12 | Don does not hesitate to roll up his sleeves and solve a problem. He is a very hard worker and uses all available resources when trying to resolve a problem. Don is very thorough and digs deep when trying to get information to solve a problem. | |
| Decision Making/Creativity/ Innovation | 3 X 4 = 12 | Don's creative and innovative skills are very good. Don is continually coming up with different suggestions or recommendations on how to make changes that will make EF2 a better and safer place to work at. | |
| Technical/Business Knowledge | 3 X 4 = 12 | Don understands the nuclear generation industry developments and trends and knows the consequences to EF2 if they are negative in nature. Don works hard in trying to solve problems to help EF2 become first in class. | |
| Multi-Functions | 2 X 4 = 8 | Don is very capable of working across disciplines. This attribute is very evident in the types of audits he performs, and the results he gets when completing his audits. Don does have the work groups and company's goal & objectives as his common objectives. | |
| Interpersonal Skills | 2 X 2 = 4 | This may be one of Don's weaknesses. Don is a very intelligent and hard working individual, but he has a knack for upsetting people by the way he tries to convey himself. Don comes on very strong and at times won't back down even if there is not a need to be hard nosed. | |

| | | |
|-----------------|------------|---|
| Trustworthiness | 3 X 5 = 15 | Don is a very trustworthy and conscientious individual. He works with the highest ethical and moral standards. He continuously strives to make EF2 a better and safer place to work. He totally supports every effort to get EF2 to be the best in class. |
| | | |

Core Competency* TOTAL
SCORE:

Evaluator: Robert J. Szkotnicki

EXHIBIT 26
PAGE 26 OF 49 PAGES(S)

STAFFING TRANSITION PROGRAM
CANDIDATE RATING FORM

EVALUATOR 36
 PAGE(S) 27 OF 49

| NAME | I.D.# | POSITION | INTERVIEW YES/NO |
|---|-------------------------------|---|------------------|
| John Heins | 50463 | Quality Assurance Specialist-Surveillance | No |
| Skills/Abilities | Weight X Rating- Wtd Score | Objective Business Explanation for Rating | |
| Safety Consciousness* | 3 X 4 = 12 | Interested in industrial and radiological safety in current assessor role. | |
| Teamwork* | 3 X 3 = 9 | Has worked on audit teams. | |
| Results Oriented* | 3 X 3 = 9 | Once properly focused, results oriented. Makes improvement recommendations. | |
| Flexibility/ Adaptability* | 3 X 3 = 9 | Changes midstream, but only with direction. | |
| Communications* | 3 X 3 = 9 | Does OK during exit meetings, sometimes has problems conveying bottom line w/o rambling. | |
| Individual Initiative* | 3 X 2 = 6 | Requires a lot of supervision. | |
| Decision Making/ Creativity/ Innovation | 3 X 2 = 6 | Recommendations for improvement are made, but with given process. Decision making sometimes lacking. | |
| Technical/ Business Knowledge | 3 X 4 = 12 | Has experience in audits and assessments. Degree is in applied science in Health Physics Technology vs engineering. | |
| Multi-Functions | 2 X 4 = 8 | Can train, do RP, Chemistry, QA. | |
| Interpersonal Skills | 2 X 2 = 4 | Appears sometimes waits until problem progresses until brings it up. Sometimes different story from people involved and John. | |
| Trustworthiness | 3 X 2 = 6 | Attendance problem. | |
| Core Competency* | TOTAL SCORE | | |

28 OF 69 PAGES(S)
92

Evaluator: L. S. Goodman

STAFFING TRANSITION PROGRAM
CANDIDATE RATING FORM

EXHIBIT 26
PAGE 29 OF 49 PAGES(S)

| NAME | I.D.# | POSITION | INTERVIEW YES/NO |
|---|--------------------------------|---|------------------|
| L. Cook | 50031 | Quality Assurance Specialist-Surveillance | No |
| Skills/Abilities | Weight X Rating- Wt'd Score | Objective Business Explanation for Rating | |
| Safety Consciousness* | 3 X 3 = 9 | Lon is safety conscious. He follows procedures and regulations. Lon did have a RWP violation written against him for violating H.P. rules while giving a group of students a tour in the plant. | |
| Teamwork* | 3 X 4 = 12 | Lon is a good overall performer. He contributes to the group and he shares information with members of his group. | |
| Results Oriented* | 3 X 4 = 12 | Lon does meet his schedules on time and under budget. The work that Lon does turn in is accurate. | |
| Flexibility/ Adaptability* | 3 X 4 = 12 | Lon is very flexible and adapts to changes. Lon has had many assignments while working at Fermi 2. He adapts well to the new group. | |
| Communications* | 3 X 3 = 9 | From the technical point of view, Lon is excellent. He expresses himself well. Lon doesn't have to do much writing that goes outside of the group. His oral skills are very good. | |
| Individual Initiative* | 3 X 3 = 9 | Lon's initiative is just average for this point in his career. He needs to be told to do things and then at times he needs to be prompted. | |
| Decision Making/ Creativity/ Innovation | 3 X 4 = 12 | Lon has good process skills. Uses good judgement. Lon looks deep when doing investigation or research type work. He just doesn't look for obvious type solutions only. | |
| Technical/ Business Knowledge | 3 X 4 = 12 | Technical knowledge is very good was a GE-BWR specialist before coming to Fermi Knows the plant and how it operates very well. | |
| Multi-Functions | 2 X 3 = 6 | Lon can work across disciplines, but the quality of the work wouldn't be the same as if he were working on a single project. | |
| Interpersonal Skills | 2 X 3 = 6 | Lon communicates well, but on occasions he needs to be prodded to look into the tasks that he should be performing. | |
| Trustworthiness | 3 X 4 = 12 | Lon keeps to himself. Lon can be relied upon to keep this secret. Confidentiality on training issues is excellent. | |

| | | |
|------------------|-------------|--|
| | | |
| Core Competency* | TOTAL SCORE | |
| | | |
| | | |

Evaluator: Robert J. Szkotnicki

Received evaluation information per conversation with Mr. Ed Juarez over the telephone on 4/16/93.

STAFFING TRANSITION PROGRAM
CANDIDATE RATING FORM

| NAME | I.D.# | POSITION | INTERVIEW YES/NO |
|---|-------------------------------|--|------------------|
| J. Cox | 50878 | Engineer - Quality Assurance | No |
| Skills/Abilities | Weight X Rating- W'd Score | Objective Business Explanation for Rating | |
| Safety Consciousness* | 3 X 4 = 12 | John is very safety conscious and follows all of the safety rules. John understands the procedures and regulations on safety. John has had no accidents. | |
| Teamwork* | 3 X 3 = 9 | John is a team player. John does work well with other people from within his own group. John will help someone if they are in need of help. John did work close with Maintenance, Operations, I&C, etc. while working as a PM Program Coordinator. | |
| Results Oriented* | 3 X 3 = 9 | John is results oriented. John, as PM coordinator, kept all maintenance groups informed on the status of their PM's - on schedule, behind schedule, etc. | |
| Flexibility/ Adaptability* | 3 X 3 = 9 | John is flexible and adapts to changes in direction or priorities as the needs of the plant change. John is willing to do what it takes to keep the plant running. | |
| Communications* | 3 X 3 = 9 | John communicates satisfactorily in both written and oral communications. John does take positive approaches to solving problems. This was evident during the updating of the PM program files, descriptions, etc. | |
| Individual Initiative* | 3 X 4 = 12 | John doesn't hesitate to solve problems or make it known to others when he does have a problem. John does gather the relevant information to help solve problems he is working on. | |
| Decision Making/ Creativity/ Innovation | 3 X 4 = 12 | John is willing to make decisions, and then he is willing to stand behind them. John does look for new and innovative ways to solve problems. | |
| Technical/ Business Knowledge | 3 X 4 = 12 | John does understand the nuclear generation industry developments and trends. John often makes changes to the PM program as a result of industry developments or "lessons learned." | |
| Multi-Functions | 2 X 4 = 8 | John has demonstrated that he can work across multiple disciplines. As a PM coordinator, John had to interface on a continuing basis with the electrical, mechanical & I&C work groups to resolve PM Program type discrepancies. | |

EXHIBIT 26
 PAGE 3 OF 49 PAGES(S)

| | | |
|----------------------|-------------|---|
| Interpersonal Skills | 2 X 3 = 6 | John usually has a good working relationship with all the individuals that he interfaces with. John at times, but not frequently, may come across in an argumentative manner if he feels he's right and you're wrong. |
| Trustworthiness | 3 X 5 = 15 | John is very trustworthy, honest and loyal. John works steady and works with the highest moral and ethical standards. John will do what it takes to keep the plant running safely & efficiently. |
| | | |
| Core Competency* | TOTAL SCORE | |
| | | |

Evaluator: R. J. Szkotnicki

SUBMIT 26
 31 -- 49 PAGES(S)

STAFFING TRANSITION PROGRAM
CANDIDATE RATING FORM

EVALUATOR 26
 PAGE 33 OF 49 PAGES

| NAME | I.D. Number | Position | Interview Yes/No |
|--|-------------------------------|--|------------------|
| Blair Wickman | 45863 | QA Specialist-Surveillance | NO |
| Skills/Abilities | Weight X Rating Wt'd Score | Objective Business Explanation for Rating | |
| Safety Consciousness* | 3 X 3 = 9 | No accidents. He is knowledgeable about safety rules. | |
| Teamwork* | 3 X 2 = 6 | Needs concise team roles, not good in gray areas of responsibility. | |
| Results Oriented* | 3 X 2 = 6 | Needs coaching beyond initial assignment. | |
| Flexibility/ Adaptability* | 3 X 2 = 6 | Doesn't volunteer progress reports, does not always respond to priorities. He lacks broad perspectives Nuclear Environment. | |
| Communications* | 3 X 2 = 6 | Bottom line comes hard, not concise. Writes well but similar problems being concise. | |
| Individual Initiative* | 3 X 2 = 6 | He is good at identifying problems and securing information and data. But cannot adequately resolve problems or make sound business decisions. | |
| Decision Making/Creativity/ Innovation | 3 X 2 = 6 | Too many alternatives, too much information. Poor decision-making skills, unable to evaluate alternatives to take actions. | |
| Technical/Business Knowledge | 3 X 4 = 12 | Blair has several years experience in Nuclear QA. His experience with checklist, audits and surveillance would be applicable. | |
| Multi-Functions | 2 X 3 = 6 | Blair has held several positions in different groups. Recently assisted Radwaste. | |
| Interpersonal Skills | 2 X 3 = 6 | Good, gets along well with co-workers. | |
| Trustworthiness | 3 X 3 = 9 | Per R. Johnson, he is an ethical and moral engineer. | |
| | | | |

Core Competency* TOTAL
SCORE:

Evaluator: L. S. Goodman/Robert J. Szkotnicki

Based on Rod Johnson's evaluation. He talked to John Contoni.

STAFFING TRANSITION PROGRAM
CANDIDATE RATING FORM

| NAME | I.D.# | POSITION | INTERVIEW YES/NO |
|---|--------------------------------|--|------------------|
| W. Ostrom | 38052 | Quality Assurance Specialist-Surveillace | No |
| Skills/Abilities | Weight X Rating- Wt'd Score | Objective Business Explanation for Rating | |
| Safety Consciousness* | 3 X 4 = 12 | Wally is very knowledgeable with the safety procedures and regulations. Wally's power plant experience in areas of Operations (SRO) maintenance planner and radwaste gives him a more deeper perspective of personal safety as well as making sure the plant operates safely. | |
| Teamwork* | 3 X 4 = 12 | Wally is a team player. Wally is very familiar with the overall operation of a power plant and is therefore willing to help others solve problems as they come up. Wally supports plant goals & objectives. | |
| Results Oriented* | 3 X 4 = 12 | Wally is very results oriented. He is a self starter and needs very little supervision. Wally continues to find new ways to solve problems. Wally will do whatever it takes to get a job done. | |
| Flexibility/ Adaptability* | 3 X 5 = 15 | Wally is very flexible and adapts to changes in directions and priorities, without hesitation. With Wally's wide range of power plant experiences he knows what it takes to keep the plant running safely & efficiently. | |
| Communications* | 3 X 3 = 9 | Wally communicates satisfactorily both in written and oral communications. Wally's writing skills are adequate, this was evidenced through his planning duties. When Wally speaks he gets his point across. | |
| Individual Initiative* | 3 X 5 = 15 | Wally is a self starter. Wally acts to resolve problems without hesitation. Wally is one who works continuously. He is a self starter and a highly motivated individual. | |
| Decision Making/ Creativity/ Innovation | 3 X 4 = 12 | Wally isn't afraid to make a decision. He will stand behind the decisions that he does make. While working in Radwaste operations, Wally has made numerous suggestions & recommendations on how to improve their efficiency. | |
| Technical/ Business Knowledge | 3 X 4 = 12 | Wally fully understands the nuclear generation industry developments and trends and their impacts on Fermi 2 if they are negative in nature. Wally had worked in Plant Safety for a while and was familiar with the Operational Experience Reports & how they were reported and handled. | |

FURTHER 26
 OF 49 PAGE(S)

| | | |
|----------------------|-------------|--|
| Multi-Functions | 2 X 5 = 10 | Wally is very capable of working across various disciplines. Wally crosses disciplines on a daily basis while working in Radwaste or while he was working in Operations or Plant Safety. |
| Interpersonal Skills | 2 X 4 = 8 | Wally maintains a good working relationship with all the people that he works. Wally is very cooperative in trying to work with all groups to get jobs done quickly and efficiently. He expresses himself in a credible and positive manner. |
| Trustworthiness | 3 X 5 = 15 | Wally is very trustworthy and honest. Wally is conscientious and he will inform his supervisors, upper management, et al when things are not going well. Wally works with high moral and ethical standards. |
| | | |
| | | |
| Core Competency* | TOTAL SCORE | |
| | | |

Evaluator: Robert J. Szkotnicki

EXHIBIT 26
 PAGE 35 OF 49 PAGES

STAFFING TRANSITION PROGRAM
CANDIDATE RATING FORM

| NAME | I.D.# | POSITION | INTERVIEW YES/NO |
|---|--------------------------------|---|------------------|
| S. Phipps | 51646 | Quality Assurance Specialist-Surveillance | No |
| Skills/Abilities | Weight X Rating- Wt'd Score | Objective Business Explanation for Rating | |
| Safety Consciousness* | 3 X 3 = 9 | Lyle is aware of and follows appropriate safety practices. | |
| Teamwork* | 3 X 2 = 6 | Lyle vocally supports departmental goals, but needs occasional prompting to take positive, constructive action. | |
| Results Oriented* | 3 X 2 = 6 | Lyle performs routine tasks cheerfully and satisfactorily. Under pressure, he is not always able to solve problems e.g., RF03 on the turbine deck. | |
| Flexibility/ Adaptability* | 3 X 2 = 6 | Lyle did not respond efficiently to schedule changes during RF03. He was inflexible with craft personnel, hindering the completion of scheduled work. | |
| Communications* | 3 X 1 = 3 | Lyle does not consistently keep supervisors or co-workers informed of job or plant status, unless asked. His technical writing is often subjective and judgmental (e.g. outage critique RF02) | |
| Individual Initiative* | 3 X 2 = 6 | Lyle has followed through on problem identification based on routine surveys e.g. hot spot tracking for RBI scram disch. volume. He seldom suggests positive ways to improve. When given a project (e.g. earmark system) he does not follow through without repeated prompting. | |
| Decision Making/ Creativity/ Innovation | 3 X 2 = 6 | Lyle handles routine situations well and makes appropriate decisions under normal conditions. Under pressure he uses questionable judgment at times. | |
| Technical/ Business Knowledge | 3 X 3 = 9 | Lyle has a good overview of DECo business plan goals. He keeps updated on nuclear industry trends and developments. | |
| Multi-Functions | 2 X 2 = 4 | Lyle has job coverage experience and RWP experience. He has not shown depth in either assignment. | |
| Interpersonal Skills | 2 X 1 = 2 | Lyle is usually cheerful, but does not always act professional or business-like, e.g. his pronouncements on releasing a condensate pump motor were erroneous, and alienated workers. He can become confrontational under pressure. | |

EXHIBIT 26
 P. 36 OF 49 PAGE(S)

| | | |
|------------------|-------------|---|
| Trustworthiness | 3 X 3 = 9 | Per conversation with E. Kokosky, Mr. DeLong & Mr. Eberhardt, Mr. Phipps is a trustworthy and honest person. The surveys that he performs are accurate. |
| | | |
| | | |
| Core Competency* | TOTAL SCORE | |
| | | |

EXHIBIT 26
 PAGE 37 OF 49 PAGE(S)

Evaluator: Robert J. Szkotnicki

Prepared this evaluation using information from evaluation prepared by Ed Kokosky. Also had discussions with Mr. DeLong, Mr. Eberhardt and Mr. Kokosky about Mr. Phipps on 4/15/93.

STAFFING TRANSITION PROGRAM
CANDIDATE RATING FORM

| NAME | I.D.# | POSITION | INTERVIEW YES/NO |
|---|--------------------------------|---|------------------|
| P. Perchard | 46360 | Quality Assurance Specialist-Surveillance | No |
| Skills/Abilities | Weight X Rating- Wt'd Score | Objective Business Explanation for Rating | |
| Safety Consciousness* | 3 X 3 = 9 | Is familiar with and enforces site safety rules. | |
| Teamwork* | 3 X 2 = 6 | Supports team goals in some respects, but generally only worries about his own defined scope. Does not stray away his own defined area to recommend or implement change. | |
| Results Oriented* | 3 X 2 = 6 | Is focused on completing his assigned activities and does them well. Will not go beyond his defined scope, unless told to do so. Is not a self starter. | |
| Flexibility/ Adaptability* | 3 X 3 = 9 | Changes direction/priorities as directed. Is knowledgeable of changes/requirements and understands their impact on Fermi. | |
| Communications* | 3 X 3 = 9 | Expresses ideas well orally and in writing. Keeps group informed of current situations. Takes a positive approach to resolving problems as they pertain to his responsibilities. | |
| Individual Initiative* | 3 X 2 = 6 | Reacts to problem situations as they pertain to his responsibilities. Gathers required information for problem resolution. Is reluctant to assume responsibility for sub-par activities. | |
| Decision Making/ Creativity/ Innovation | 3 X 3 = 9 | Paul's decision making skills and creativity are average. He made some good decisions during RF02 while monitoring the vendors performance (Westinghouse) during the rebuilding of CRD-HCU's. | |
| Technical/ Business Knowledge | 3 X 3 = 9 | Is technically knowledgeable. Relates to industry events and realizes their impact on Fermi. Understands nuclear generation goals and manages his resources to support them. | |
| Multi-Functions | 2 X 3 = 6 | Interfaces well with other organizations. Is capable of handling cross discipline functions. | |
| Interpersonal Skills | 2 X 3 = 6 | Paul has a good working relationship with those people that he works with. He may not always come across in a positive manner. At times, he comes across as having a negative attitude. | |
| Trustworthiness | 3 X 3 = 9 | Paul is trustworthy and honest. There is nothing I know of that would make me think otherwise. Paul works toward making EF2 a better place to work at. | |
| | | | |

FERMI 26
 PAGE 38 OF 49

| | | |
|------------------|-------------|--|
| Core Competency* | TOTAL SCORE | |
| | | |

Evaluator: Robert J. Szkotnicki

Used some information from evaluation prepared by Mr. Charlie Cassise. Mr. Perchard used to report to Mr. Cassise.

STAFFING TRANSITION PROGRAM
CANDIDATE RATING FORM

| NAME | I.D.# | POSITION | INTERVIEW YES/NO |
|---|-------------------------------|--|------------------|
| D. Keisec | 49462 | Quality Assurance Specialist-Surveillance | No |
| Skills/Abilities | Weight X Rating- W'd Score | Objective Business Explanation for Rating | |
| Safety Consciousness* | 3 X 4 = 12 | safety conscious on job. Good on procedures and regulations. On tasks consciously considers safety aspects. Good knowledge of safety. | |
| Teamwork* | 3 X 4 = 12 | Meets the required level. Good team player, participates as a team member. | |
| Results Oriented* | 3 X 4 = 12 | Above average. Puts effort in achieving goals that are set for him by his supervisor. | |
| Flexibility/ Adaptability* | 3 X 3 = 9 | Meets the level. At times he doesn't like to change. He understands though that change in priorities are necessary. | |
| Communications* | 3 X 3 = 9 | Times that he doesn't communicate work direction to NPPOs. Personal communications are usually okay. Was a PRIDE leader - did good job. | |
| Individual Initiative* | 3 X 4 = 12 | Does well in identify problems and will resolve concerns in a timely manner. Gets tasks done on time. | |
| Decision Making/ Creativity/ Innovation | 3 X 3 = 9 | Is a licensed operator which requires some decisions. Don likes to rely on others to help make decisions. Don functions well in inputting to a team, does tasks well on his own, but does not assume leadership. | |
| Technical/ Business Knowledge | 3 X 4 = 12 | Nuclear navy background. Understands importance of nuclear safety in regards to plant operation. | |
| Multi-Functions | 2 X 3 = 6 | Don has worked well in the tagging center with personnel from all parts of the plant, that is engineers, H.P., Maintenance. Does a good job in working with others. | |
| Interpersonal Skills | 2 X 2 = 4 | Not a strong leader. Don tends to be quiet. Don doesn't assume a leadership role even though he is a senior person on his shift. | |
| Trustworthiness | 3 X 5 = 15 | Don is a trustworthy, honest and conscientious individual. He is quiet and keeps to himself. He is a credible individual. | |
| | | | |
| | | | |

EMPHIT 26

PAGE 410 OF 119 PAGES

| Core Competency* | TOTAL SCORE | |
|------------------|-------------|--|
| | | |

Evaluator: Robert J. Szkotnicki

Prepared this evaluation using information from evaluation prepared by John Nyquist, plus a conversation with Mr. Jerry Clark on 4/12/93.

EXHIBIT 26

PAGE 41 OF 49 PAGE(S)

STAFFING TRANSITION PROGRAM
CANDIDATE RATING FORM

| NAME | ID.# | POSITION | INTERVIEW YES/NO |
|---|-------------------------------|--|------------------|
| J. Climer | 51666 | Quality Assurance Specialist-Surveillance | No |
| Skills/Abilities | Weight X Rating- W'd Score | Objective Business Explanation for Rating | |
| Safety Consciousness* | 3 X 3 = 9 | Aware of and follows all safety procedures. | |
| Teamwork* | 3 X 2 = 6 | Supports team objects, but not willing to give extra effort, not motivated, i.e. initial posting of drywell after shutdown for RF03. | |
| Results Oriented* | 3 X 2 = 6 | Requires prodding to initiate action. | |
| Flexibility/ Adaptability* | 3 X 1 = 3 | Lack of support for changing management direction at the beginning of RF03, i.e., initial DW posting. | |
| Communications* | 3 X 3 = 9 | Good written and verbal communication. Takes constructive approach to problem solving. | |
| Individual Initiative* | 3 X 1 = 3 | No motivation to perform up to potential, does enough to get by. Tardy frequently. | |
| Decision Making/ Creativity/ Innovation | 3 X 2 = 6 | Reluctant to make decisions and accept responsibility. Capable of sound decisions and taking action, but this is not exercised. | |
| Technical/ Business Knowledge | 3 X 3 = 9 | -Completed INPO accredited Rad Prot Training. -Completed Dale Carnegie course. -knows procedures. | |
| Multi-Functions | 2 X 3 = 6 | Performs required duties as a Rad Prot. Technician. Capable of writing RWP's and ALARA reviews. Expresses desire to cross train in dosimetry/instrument. | |
| Interpersonal Skills | 2 X 2 = 4 | Relates in a credible, mature manner, due to lack of motivation does not always project positively. Potential ability barely tapped. | |
| Trustworthiness | 3 X 3 = 9 | Per conversation Mr. Kokosky, Mr. DeLong and Mr. Eberhardt, Mr. Climer is trustworthy and honest. His survey results are accurate. | |
| | | | |
| | | | |

EXHIBIT 26
PAGE 42 OF 49 PAGES(S)

| Core Competency* | TOTAL SCORE | |
|------------------|-------------|--|
| | | |

Evaluator: Robert J. Szkotnicki

Prepared this evaluation using information from evaluation prepared by Ed Kokosky. Also had discussions with Mr. DeLong, Mr. Eberhardt and Mr. Kokosky about Mr. J. Climer on 4/15/93.

EXHIBIT 26
 PAGE 43 OF 49 PAGE(S)

STAFFING TRANSITION PROGRAM
CANDIDATE RATING FORM

EXHIBIT 26
PAGE 44 OF 49 PAGE(S)

| NAME | I.D.# | POSITION | INTERVIEW YES/NO |
|---|--------------------------------|--|------------------|
| D. Gnaedinger | 50419 | Quality Assurance Specialist-Surveillance | No |
| Skills/Abilities | Weight X Rating- Wt'd Score | Objective Business Explanation for Rating | |
| Safety Consciousness* | 3 X 4 = 12 | Dave is a very safety conscious and has knowledge of all safety procedures and regulations. Dave, a QA specialist, uses all required safety measures when performing his QA surveillances. | |
| Teamwork* | 3 X 4 = 12 | Dave is a team player. Dave will offer his support to other individuals when there is a need. Dave does support the group's, plant's and company goals and objectives. | |
| Results Oriented* | 3 X 3 = 9 | Dave does satisfactorily in being results oriented. Dave does plan his work to meet his needs, but at times may need a reminder that things are coming due. | |
| Flexibility/ Adaptability* | 3 X 4 = 12 | Dave is flexible and changes without hesitation when plant conditions change. Dave has been working in areas of H.P. and Radwaste shipment surveillances. | |
| Communications* | 3 X 3 = 9 | Dave communicates satisfactorily in both written and oral communications. Dave's writing skills are good as evidenced by his monthly surveillance reports. Dave is also a good listener and takes direction well. | |
| Individual Initiative* | 3 X 3 = 9 | Dave's initiative skills are satisfactory. Dave at times may need to be prompted to get something done. Dave needs to concentrate on letting others know of a potential problem or concern that he has observed. | |
| Decision Making/ Creativity/ Innovation | 3 X 3 = 9 | Dave will make decisions, but he is very conservative in the decisions that he makes. Dave does make suggestions & recommendations when he feels there is a better way to do something. | |
| Technical/ Business Knowledge | 3 X 4 = 12 | Dave understands the nuclear generation development and trends & their impacts of EF2 if they are negative in nature. With Dave's background in H.P. he is aware of ALARA practices. Dave works at making sure EF2 is a better and safer place to work at. | |
| Multi-Functions | 2 X 4 = 8 | Dave is very capable of working across disciplines. Dave in doing his H.P. surveillances has to interface with such groups as Operations, Maintenance, H.P., et al. Dave has a good working relationship with those individuals that he interfaces with. | |

| | | |
|----------------------|-------------|---|
| Interpersonal Skills | 2 X 4 = 8 | Dave maintains a good working relationship with all individuals that he works with and interfaces with. Even though Dave is on the quiet side, he does come across in a positive and credible manner when he is explaining something. |
| Trustworthiness | 3 X 5 = 15 | Dave is trustworthy and honest. He will let people know when he notices a problem or concern so that it does not turn into becoming a bigger problem. Dave works with good moral & ethical standards. |
| | | |
| | | |
| Core Competency* | TOTAL SCORE | |
| | | |

Evaluator: Robert J. Szkotnicki

EXHIBIT 26
 PAGE 45 OF 49 PAGES

STAFFING TRANSITION PROGRAM
CANDIDATE RATING FORM

| NAME | I.D. Number | Position | Interview Yes/No |
|--|-------------------------------|--|------------------|
| R. Bourdua | 50704 | QA Specialist-Surveillance | NO |
| Skills/Abilities | Weight X Rating Wt'd Score | Objective Business Explanation for Rating | |
| Safety Consciousness* | 3 X 4 = 12 | Rob is a very safety conscious individual. He follows the safety rules to the letter of the law. He fully understands the safety procedures and safety regulations. | |
| Teamwork* | 3 X 4 = 12 | Rob is a team player. Rob is often working on his own to help others. Rob does like to work on special projects. He totally supports the work group and plants goals and objectives. | |
| Results Oriented* | 3 X 3 = 9 | Rob is results oriented. He strives very hard to get his surveillance reports, audit reports out on time. Rob plans his work well and can handle multiple projects. | |
| Flexibility/ Adaptability* | 3 X 4 = 12 | Rob is very flexible and adapts to changes in priorities and direction very readily. Rob isn't disturbed by sudden changes in priorities when plant conditions call for it. | |
| Communications* | 3 X 3 = 9 | Rob communicates satisfactorily in his written as well as oral communications. Rob is a good listener and takes directions very well. | |
| Individual Initiative* | 3 X 4 = 12 | Rob doesn't hesitate to get involved with trying to resolve problems. Rob is a steady worker and keeps himself busy all of the time. Rob will help others if they need. | |
| Decision Making/Creativity/ Innovation | 3 X 3 = 9 | Rob doesn't have any problems making decisions. Rob is always looking for ways to simplify work activities to increase personal as well as the group's efficiency. | |
| Technical/Business Knowledge | 3 X 4 = 12 | Rob understands the nuclear industry developments and trends, and works hard trying to get Fermi 2 to be best in class. Rob does understand engineering and technical issues. | |
| Multi-Functions | 2 X 4 = 8 | Rob is very capable of working across various disciplines, this is very evident when he performs his surveillance and audit duty responsibilities. | |
| Interpersonal Skills | 2 X 3 = 6 | Rob does maintain a good working relationship with those that he works with & works for. Rob at times may get very nit picky over some of the most trivial things. | |
| Trustworthiness | 3 X 5 = 15 | Rob is very trustworthy, honest and conscientious. Rob is a very professional individual and works with the highest ethical & moral standards. | |
| | | | |

EXHIBIT 26
PAGE 46 OF 49 PAGES(S)

Core Competency* TOTAL
SCORE:

Evaluator: Robert J. Szkotnicki

STAFFING TRANSITION PROGRAM
CANDIDATE RATING FORM

| NAME | I.D. Number | Position | Interview Yes/No |
|--|-------------------------------|--|------------------|
| Mike Quint | 51766 | Quality Assurance Specialist - Surveillance | NO |
| Skills/Abilities | Weight X Rating Wt'd Score | Objective Business Explanation for Rating | |
| Safety Consciousness* | 3 X 4 = 12 | Mike maintains a current knowledge of safety procedures and regulations while performing his surveillances and inspection activities in the plant. Mike is very safety conscious and also looks out for the safety of others. | |
| Teamwork* | 3 X 4 = 12 | Mike is a team player. He totally supports the plant and work group's goals and objectives. Mike works well with others. His approach to problem solving is good. Mike is a self starter and highly motivated. | |
| Results Oriented* | 3 X 4 = 12 | Mike is very results oriented. He plans his work so that he can meet his work deadlines. He is willing to make changes to make EF2 the best in class. He also makes suggestions and recommendations on how we can improve. | |
| Flexibility/ Adaptability* | 3 X 4 = 12 | Mike is very flexible and adaptive to changes in work priorities or direction as a result of changes in plant conditions or assignments of higher priorities. Mike will do what it takes to get the job done. | |
| Communications* | 3 X 4 = 12 | Mike expresses himself very well in oral and written communications. Mike's writing style has improved over the past few months as has been seen in the last two monthly Maintenance inspection reports. | |
| Individual Initiative* | 3 X 4 = 12 | Mike does not hesitate to resolve problems. Mike takes the initiative to resolve small problems or concerns before they become problems. Mike gathers pertinent information pertaining to the problem or projects he is working on and does not jump to conclusions. | |
| Decision Making/Creativity/ Innovation | 3 X 3 = 9 | Mike uses good judgment in making decisions. This can be seen in his written inspection reports. He evaluates selects and uses all the information he has before making a decision. Mike will take full responsibility for the decisions he makes. | |
| Technical/Business Knowledge | 3 X 4 = 12 | Mike fully understands the developments and trends within the nuclear industry and their impact on EF2 as well as DECo. Mike continues to make suggestions and recommendations to make EF2 a better and safer place to work. Mike has a good handle on the various maintenance discipline work activities. | |
| Multi-functions | 2 X 4 = 8 | Mike is able to work across multiple disciplines very effectively. He is constantly interfacing with Maint. Operations, H.P. etc. during his surveillances and inspection activities. | |
| Interpersonal Skills | 2 X 4 = 8 | Mike is a well liked and respected individual. He presents himself in a professional, credible and mature manner. He is a very positive person. He has a very good rapport with field supervisors, craft personnel and management personnel. | |

EXHIBIT 26
PAGE 48 OF 49 PAGE(S)

| | | |
|-----------------|------------|---|
| Trustworthiness | 3 X 5 = 15 | Mike is a very trustworthy and honest individual. He is very straight forward and does not hesitate to tell someone when they are doing something wrong. Mike continues to work with everyone with the highest ethical and moral standards. |
| | | |

Core Competency* TOTAL
SCORE: 109

Evaluator: Robert J. Szkotnicki

FORMIT 26

PAGE 49 OF 49 PAGE(S)

To: Whom It May Concern:

From: J. J. Wald, IST Engineer

Subject: Letter of Recommendation for Mr. Jimmy L. Martin

Mr. Martin worked for me for over a year as a Quality Engineer while I was the Supervisor of Quality Engineering at Fermi 2. His work can be characterized as thorough, professional, and accurate. When assignments were given to Quality Engineering by the Director, Nuclear Quality Assurance, which were both sensitive and requiring timely and thorough investigation, he was my first choice to perform this work. This was reflected in the typical assignments which he received. These included an assignment to investigate certain allegations brought to the NRC by a previous contractor employee and a surveillance to assure that we were adequately prepared for a forthcoming NRC inspection of our Motor Operated Valve (MOV) Program. The results of both of these surveillances were instrumental in preparing Fermi to successfully negotiate these issues with the NRC. In summary, Mr. Martin is an overall excellent auditor.

Should you have any questions in regards to this recommendation, please give me a call at extension 6-1619.

Sincerely,

JJ Wald
May 10, 1993

3-93-013

EXHIBIT 27
PAGE 1 OF 1 PAGE(S)

Allen
A/16