

# EXHIBIT 25

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Information in this record was deleted  
in accordance with the Freedom of Information  
Act, exemptions 2C  
FOIA- 97-365

Case No. 1-96-005

9801300115

F/2  
Exhibit 25

INTERVIEW REPORT  
OF  
BERNIE BUTEAU

On December 18, 1996, BUTEAU was interviewed by the reporting agent. The interview was conducted under oath in Conference Room C, Vermont Yankee Nuclear Power Plant (VY), Training Center, Brattleboro, VT. BUTEAU was represented during the interview by J. Patrick HICKEY, Esquire, Shaw, Pitman, Potts & Trowbridge, 2300 N Street, N.W., Washington, D.C. 20037-1128. HICKEY's office telephone number is (202) 663-8103. HICKEY stated that he represented BUTEAU and VY during the interview. BUTEAU stated that it was his choice to have HICKEY represent him, and he understood that HICKEY might share with VY management information discussed during the interview. BUTEAU stated that he was not under any pressure from VY management to have HICKEY represent him. BUTEAU provided the following information regarding an allegation that former VY employee James MASSEY was discriminated against because he had raised concerns with a design change for the VY Advanced Off Gas System (AOGS).

BUTEAU was born on [REDACTED] His social security number is [REDACTED] He resides at [REDACTED] His home telephone number is [REDACTED] His office number is (802) 258-4250. His drivers license identification number is [REDACTED] He graduated from the University of Massachusetts at Lowell in [REDACTED] with a Bachelor of Science in Nuclear Energy. He was employed by Yankee Atomic Energy Company (YAEC) from 1976 until 1979, and worked as an engineer on the VY Project. He was hired by VY in 1979. He has been the Improved Technical Specification Project Manager since September 1996. His supervisor is Robert SOJKA, VY Operations Support Manager. From October 1995 until June 1996 he was the Reorganization Coordinator. From February 1991 until October 1995 he was the Director of Nuclear Engineering. Jim PELLETIER, Vice President Nuclear Engineering, was his supervisor almost until the end of that assignment, after which he reported to Jay THAYER, who was on loan from YAEC. During the AOGS design change project, he was the Director of Nuclear Engineering. 7C

BUTEAU stated that he can document job performance problems with MASSEY dating back to 1993, but he can recall MASSEY performing poorly from the February 1991 time period, when he witnessed MASSEY's presentation techniques and demeanor while making presentations to the Plant Operations Review Committee (PORC). BUTEAU said that he first realized that MASSEY had performance deficiencies because there was a difference between MASSEY and what he saw and expected from his other Senior Engineers. He said that he began, over time, to call into question how MASSEY fit in the VY Nuclear Engineering Department, although from the beginning of the time that MASSEY was in his management chain, he always gave MASSEY the benefit of the doubt. He recalls that MASSEY tried to avoid the PORC process as much as possible.

He said that MASSEY had an overall bad attitude with VY after the 1991 reorganization which combined the Construction and Engineering Departments into a new Electrical Engineering & Construction Department (EE&C). BUTEAU commented that up to the 1991 reorganization, MASSEY was the Electrical Construction Supervisor and acted in a fairly autonomous manner; he was



allowed to act and supervise his small group of employees in his own way. After the 1991 reorganization, MASSEY was no longer a supervisor, and he (BUTEAU) made it known that he expected work to be performed in compliance with VY procedures. He also eliminated the Mechanical and Electrical Construction Department's one million dollar budget, which was used to perform work that the Maintenance Department didn't want to perform. BUTEAU focused the new EE&C department into a more project oriented group.

BUTEAU said that he counseled Dave PHILLIPS, EE&C Manager, regarding his general supervision of MASSEY and spoke to PHILLIPS for allowing MASSEY, Electrical Engineer Mike TESSIER, and Tom REGAN (who was fired), to take more than the allotted time for coffee breaks on work time in general. BUTEAU said that MASSEY didn't like that.

BUTEAU also recalls that in 1992 an Licensee Event Report (LER) had to be sent to the NRC on fire protection barrier seals, and that MASSEY was the Cognizant Engineer on the issue with the seals in 1979 or 1980, but that the problems with the material were not discovered until 1992. An investigative team was assembled to review the issue and MASSEY was asked to participate because he had performed the original work, but MASSEY's response was so negative and abrasive that he was taken off of the team. BUTEAU said that Jim PELLETIER, Jim DeVINCENTIS, and Scott LUCAS, were some of the other team members. BUTEAU said that he addressed that and other job performance deficiencies through PHILLIPS' job performance goals and expectations, regarding his supervision of MASSEY, so that MASSEY would meet his job performance expectations, with PHILLIPS working with MASSEY to make him a productive employee.

AGENT'S NOTE: HICKEY provided PHILLIPS' job performance evaluations (attached) for the 1992 and 1993 calendar years and MASSEY is discussed in them. Also, PHILLIPS provided the reporting agent with copies of notes (attached) that he took during his meetings with BUTEAU, where BUTEAU talked with him about supervising MASSEY. The notes corroborate that BUTEAU was dissatisfied with PHILLIPS' supervision of MASSEY and that BUTEAU wanted PHILLIPS to "work on EJM [MASSEY] about doing senior work."

He recalls that during the 1992 outage Main Transformer Replacement Project, MASSEY was spoken to about an OSHA violation. BUTEAU said that he witnessed MASSEY's response to that discussion, and told MASSEY that his actions and response were unacceptable. He is not sure if MASSEY received a written reprimand for that OSHA violation. BUTEAU cited another instance of what he perceived as poor performance by MASSEY during the transformer replacement, when he observed MASSEY becoming very agitated and excited during a discussion with the project contractor. BUTEAU said that MASSEY's behavior got to a point where he directed PHILLIPS to intervene and stop MASSEY. BUTEAU cited that as a personal experience where he observed MASSEY not meeting his expectations of a Project Manager.

BUTEAU recalled that, during the interviewing process to replace PHILLIPS as the EE&C Manager, Pat CORBETT (who at that time was MASSEY's peer) told him that he believed that MASSEY was not performing to the level expected of MASSEY's grade of Senior Engineer. BUTEAU selected CORBETT to be the EE&C

Manager. At that time, CORBETT became MASSEY's supervisor.

BUTEAU said that the AOGS design was removed from the outage work list because of the failure to deliver the design changes in time to the outage planning group, which was led by Stan JEFFERSON. BUTEAU stated that there is pressure on all VY employees to deliver the designs on time to the outage planning group, but when the AOGS design was delivered to CORBETT, it did not comply with VY procedures and was totally unacceptable. That led to MASSEY receiving a written disciplinary letter from CORBETT on November 15, 1994. BUTEAU commented that, not only had MASSEY failed to deliver a design which met VY procedures, he realized, at that point, that he had a Senior Engineer in the department who did not understand the design process.

BUTEAU believes that a lot of the performance issues that CORBETT had with MASSEY resulted from CORBETT holding MASSEY accountable for his job performance. BUTEAU said that there is no doubt in his mind that they were "putting the squeeze" on MASSEY, that he at least perform as well as other engineers and that he follow and comply with VY procedures. He added that every engineer of MASSEY's grade had listed in their job description that they will follow VY procedures. BUTEAU said that MASSEY was subsequently removed from the AOGS design change project because of poor job performance.

BUTEAU said that he was aware of the concerns that MASSEY had regarding the AOGS design change, and because of those concerns, he had MASSEY's supervisor, Pat CORBETT, perform an independent review of MASSEY's concerns, and the project, in general, to see if it could continue; he didn't know who was right, MASSEY or CORBETT. BUTEAU said that the review was conducted by VY Electrical Engineer Pat MCKENNEY and YAE Senior Instrumentation and Control Engineer George HENGERLE, who concluded that the design change should continue as stated in CORBETT's June 20, 1994, memorandum (attached) documenting a June 9, 1994, meeting between CORBETT and MASSEY. BUTEAU said that, although MASSEY disagreed with the decision to continue the design change project, MASSEY agreed to continue working on it. BUTEAU said that MASSEY's concerns with the AOGS design change were "deeply investigated" and that the acts that were taken against MASSEY were not taken because he had the concerns, but because he did not perform to the level of a Senior Engineer. He added that MASSEY failed to utilize resources, did not follow procedures, and did not deliver on a project that VY management felt a qualified Senior Engineer with his experience should have been able to deliver on. He said that his opinion was validated through MCKENNEY's and HENGERLE's discussion with VY Electrical Engineering contractor Rick ROUTHIER and others during their independent review.

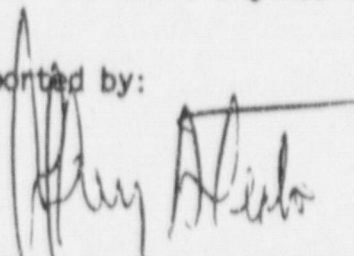
BUTEAU said that, sometime in 1995, PELLETIER suggested that MASSEY be moved to a position in the VY Maintenance Department, and that he (BUTEAU) and Jay THAYER were involved in the negotiations to effect that move. He said that Gregg MERRITT, VY Operations Department Superintendent, and Terry WATSON (nfi) agreed to take MASSEY into their organization with the same grade and salary, but that MASSEY didn't agree to it. He recalls that MASSEY was going to be told that the transfer was mandatory, but that was not done because of MASSEY's involvement in trying to have the VY engineers agree to become part of the union, and because MASSEY's attorney was involved at that time.



BUTEAU is not aware of any hidden agenda to get rid of MASSEY. He said that it was just their objective to have a professional staff which met his high standards, and MASSEY wasn't meeting them in almost every regard. He said that they "bent over backwards" to deal with MASSEY's "backlash" to their job performance expectations, going as far as offering him a position in the Maintenance Department, where it was believed that MASSEY could be successful. He said that VY management and MASSEY never came to an agreement on his position on the AOGS design change, despite it being independently reviewed by other experts who agreed that the design could continue. He said that he feels bad about what has happened to MASSEY, but that MASSEY brought it upon himself.

Regarding MASSEY losing his office, BUTEAU said that MASSEY was not the only VY employee to lose their office, because the whole Engineering building was being renovated at that time.

Reported by:



Jeffrey A. Teator, Special Agent  
Office of Investigations  
Field Office, Region I

Attachments:  
As stated



provided by Steve Phillips  
from his loose leaf book  
12/17/90

8/6/93 BABMOT

→ Get BRB # for Cinc/Sw to do in 93.  
also plan/schedule  
Ck w/ SPS as to — already done & who did.

due end of Next Week

→ PK Probs w/ ETM Ck w/ Pat on.

SBD Testing Memo. — Need to modify to say after  
4Kd bus work. Use ECCS Test.

Messey Lead coordinator. Make sure Ops are <sup>gets</sup> updated.

→ WORK ON ETM about doing Senior Work.

— Work Times — Coffee Time — Expectations

→ BRING BRB Copy of Final of 2

PDCE to show Procedures identified

Lead Calls - Jack Nelson.

1300 - BRB mtg. 12/17/90

1300<sup>00</sup>  $\Rightarrow$  1125<sup>00</sup> in pool. (on frame door)  
+ 275<sup>00</sup> ~~jump~~ most sections.

With most up - indicate  $\approx 280^{\circ}$  (Cable weights)  
includes weight of growth; most sections

Some questions on Joint Procedure for checking load calls w/ weights  
Procedure puts  $\approx 485 \pm 50$  in pool + locker for 485  $\pm$  50.

This does not include the most wt. With new system would  
expect indicate - to display  $\approx 775^{\circ}$  during this test.

Review Open items / Hit list.

Trying to finish open items today.

1044 Telcon w/ RSSI - 612-561-2741 Glen Mickey

Discuss manuals. Need info from RSSI - See review.  
cal inst, etc.

Jack fax list of required info to RSSI

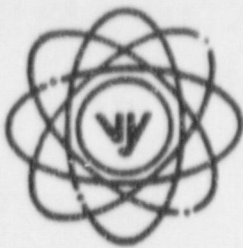
Drawings - final - Jack has worked up docs + will send in for updates.  
will turn around in 1-2 days. Expected date (later).

1300 - BRB mtg.

BRB, JAP

Informed by BRB that he was dissatisfied with my handling of E3M and  
that I was no longer the person he wanted in this position. Was given  
until November to find another position. Was told to find another position  
either in NY or elsewhere because at some unspecified date in November I would  
no longer have this position. Was told that I was not thought of highly by plant  
management which hurt my effectiveness. When I questioned this BRB could provide  
no examples. Only item I was aware of was a misunderstanding w/ JTH which  
was corrected as soon as I became aware. When I questioned BRB's not  
providing me feedback on items such as this so they could be corrected it was stated  
that JAP stated that I should be collecting back w/ parties to insure no misconceptions.





**Vermont  
Yankee  
Nuclear  
Power  
Corporation**

**Management  
Performance  
Review**

Employee Name: ( [REDACTED] ) 7C		
Position Title: [REDACTED]		Date assigned present position: [REDACTED]
Date assigned to this reviewer: [REDACTED]	Date of Performance Planning: [REDACTED]	Date of last Performance Review: [REDACTED]

The purpose of Performance Reviews at Vermont Yankee is to provide a systematic method for Supervisors and Employees to define job expectations, evaluate performance, discuss development planning opportunities, and provide a rational and consistent basis for Personnel actions throughout the organization. Such discussions frequently produce improved job performance and job satisfaction.

7C portfolio



MEMORANDUM  
VERMONT YANKEE - BRATTLEBORO



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*7c portions*

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*7c entirely*

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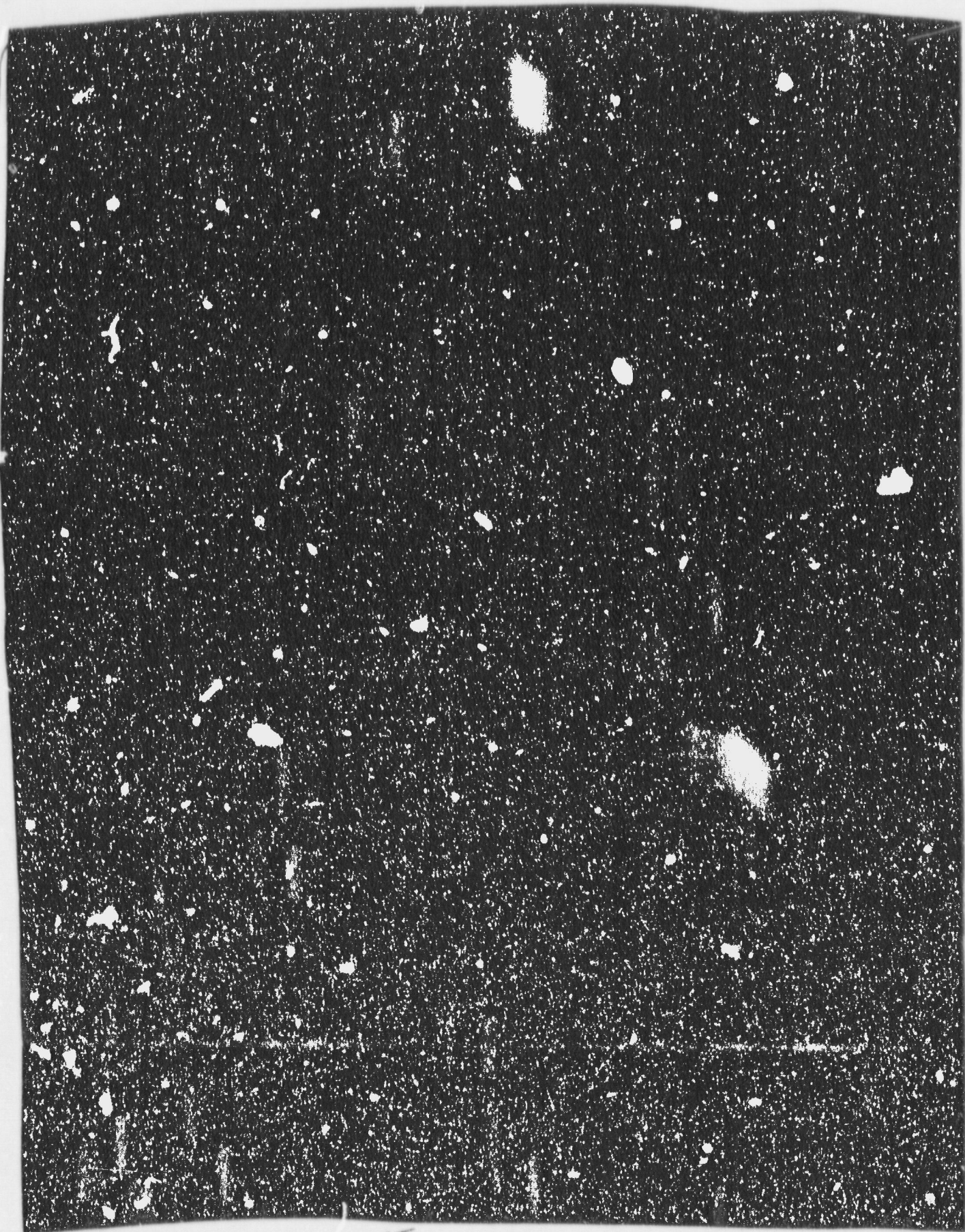


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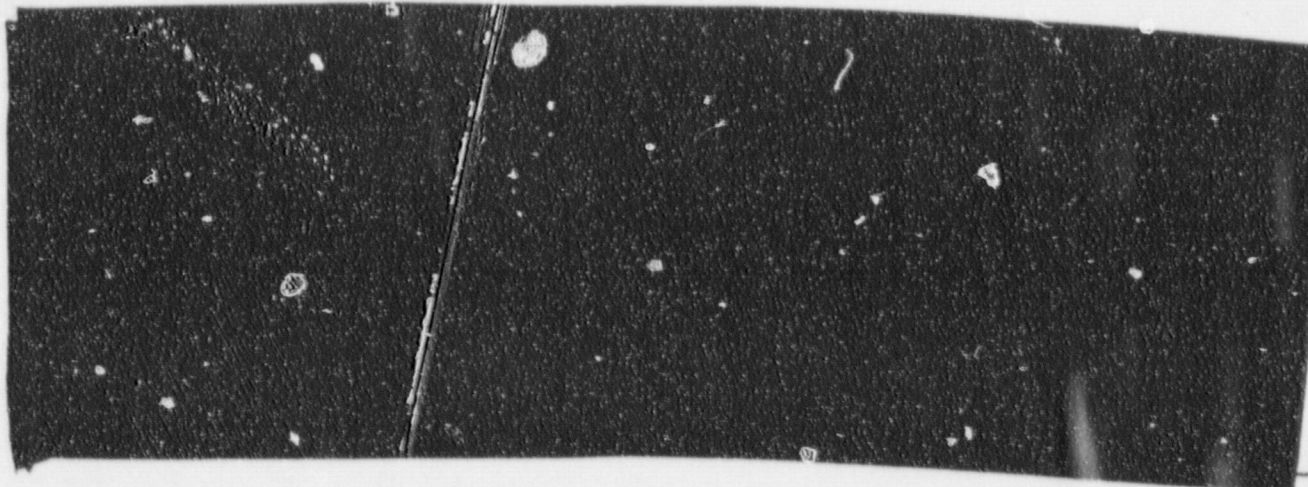
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VERMONT YANKEE NUCLEAR POWER CORPORATION

MANAGEMENT PERFORMANCE REVIEW



The purpose of Performance Reviews at Vermont Yankee is to provide a systematic method for Supervisors and Employees to define job expectations, evaluate performance, discuss development planning opportunities, and provide a rational and consistent basis for Personnel actions throughout the organization. Such discussions frequently produce improved job performance and job satisfaction.

1. PERFORMANCE REVIEW

A. DEFINITION OF JOB

This section records previously determined performance requirements and provides additional opportunity to clarify what is expected of this employee and how performance will be measured.

Priority Assignment

- 3 = Highest priority
- 2 = High priority
- 1 = Moderate priority

B. EVALUATION OF JOB

PERFORMANCE

Record the description of the employee's achievements in carrying out the requirements of the job. How did the employee do? Record trends and changes in performance. If appropriate, identify constraining forces in organization impacting performance

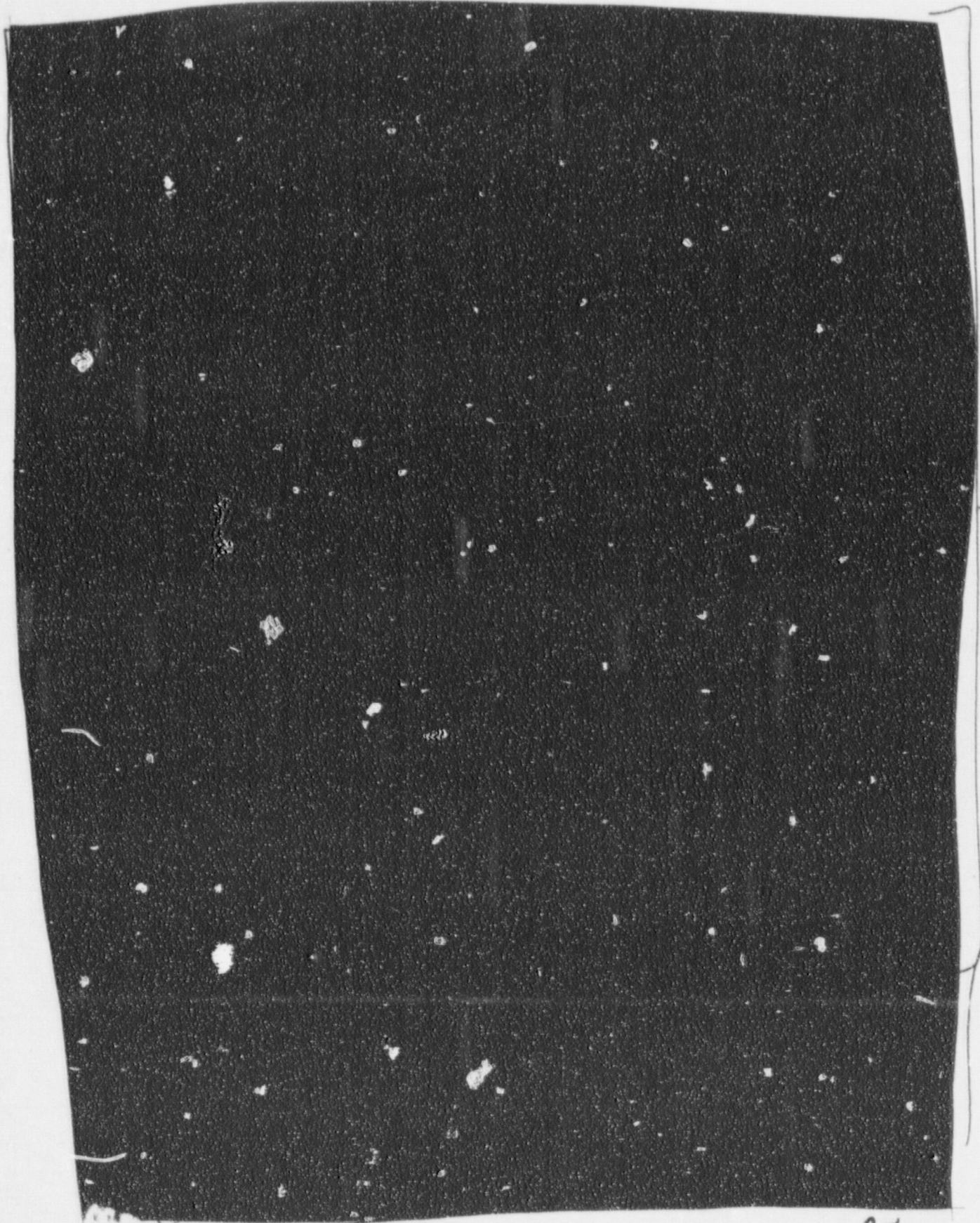
Rating

- 9-10 Outstanding/Exceptional
- 7-8 Very Good
- 5-6 Meets Requirements/ Fully Satisfactory
- 3-4 Below Expectation/ Needs Improvement
- 1-2 Poor/Unsatisfactory

*7C portion*

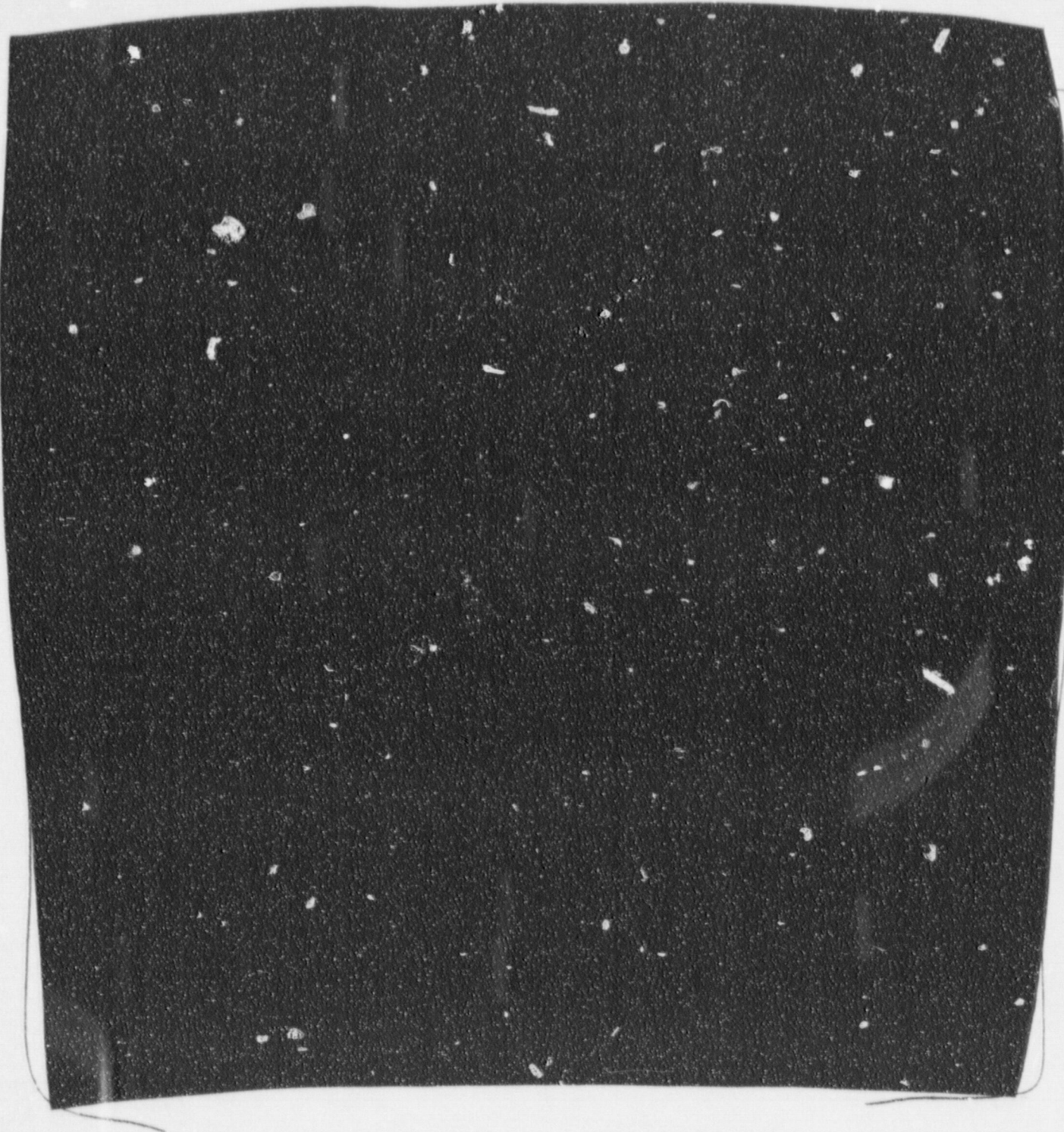


Goals/Performance Evaluation



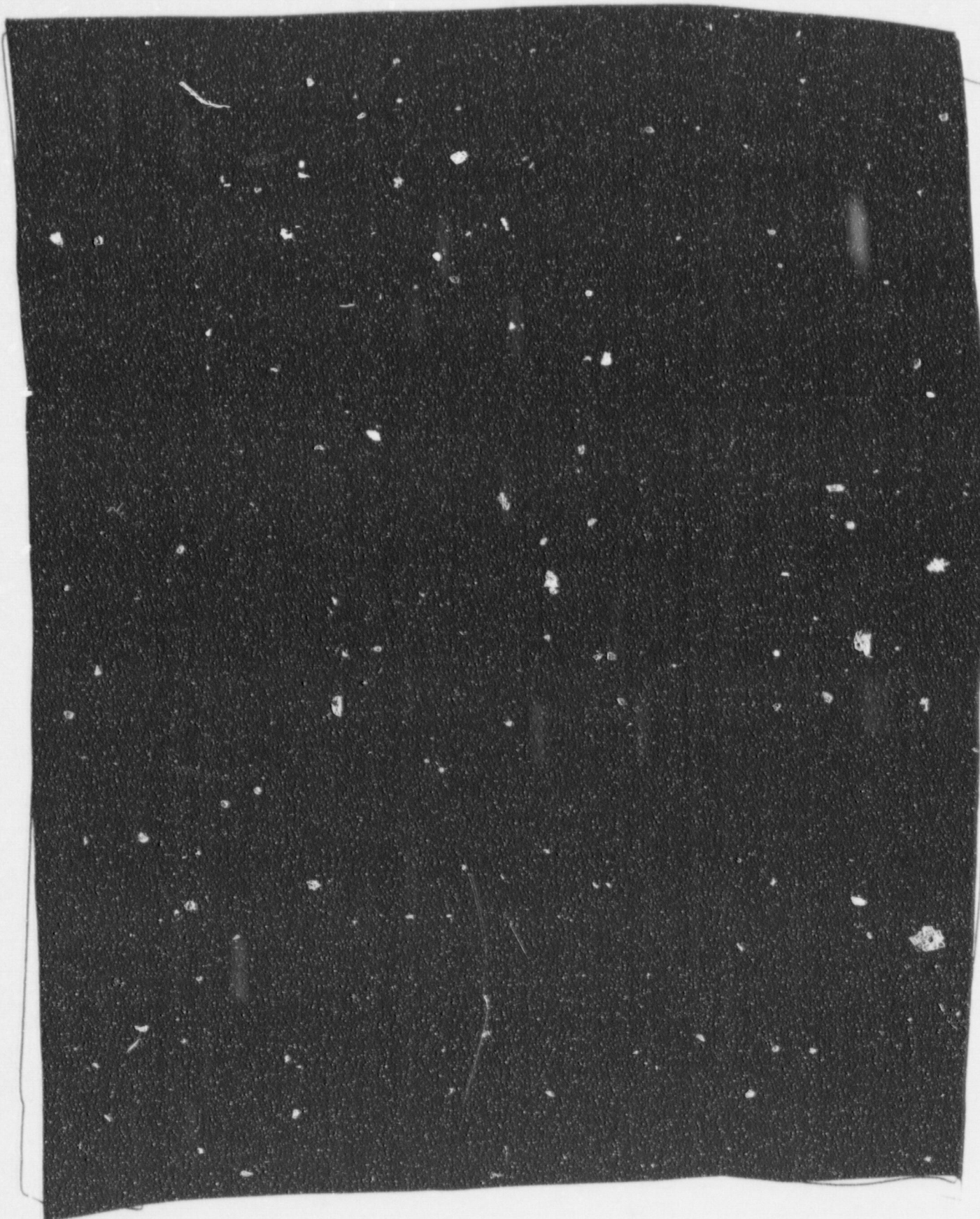
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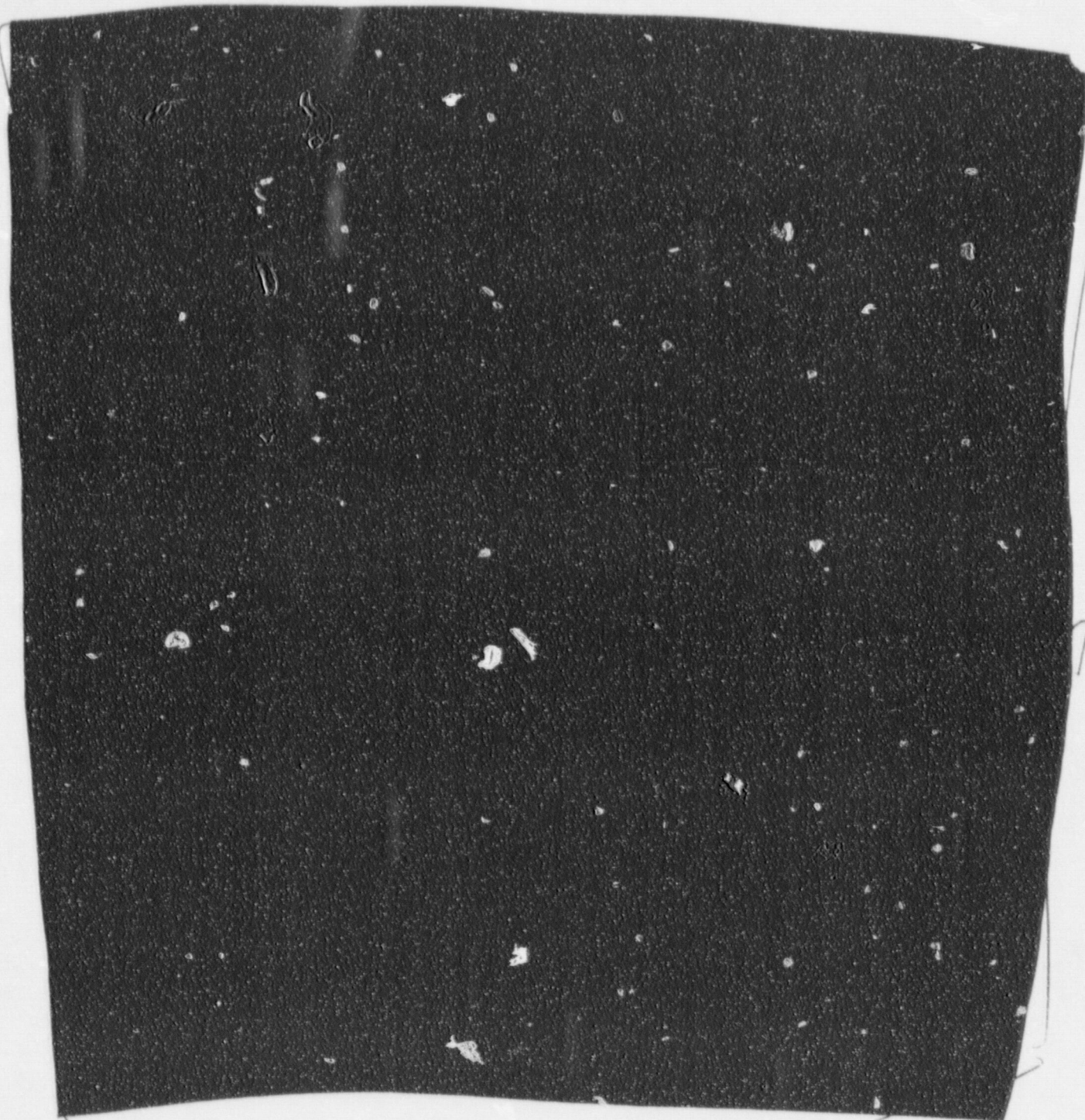
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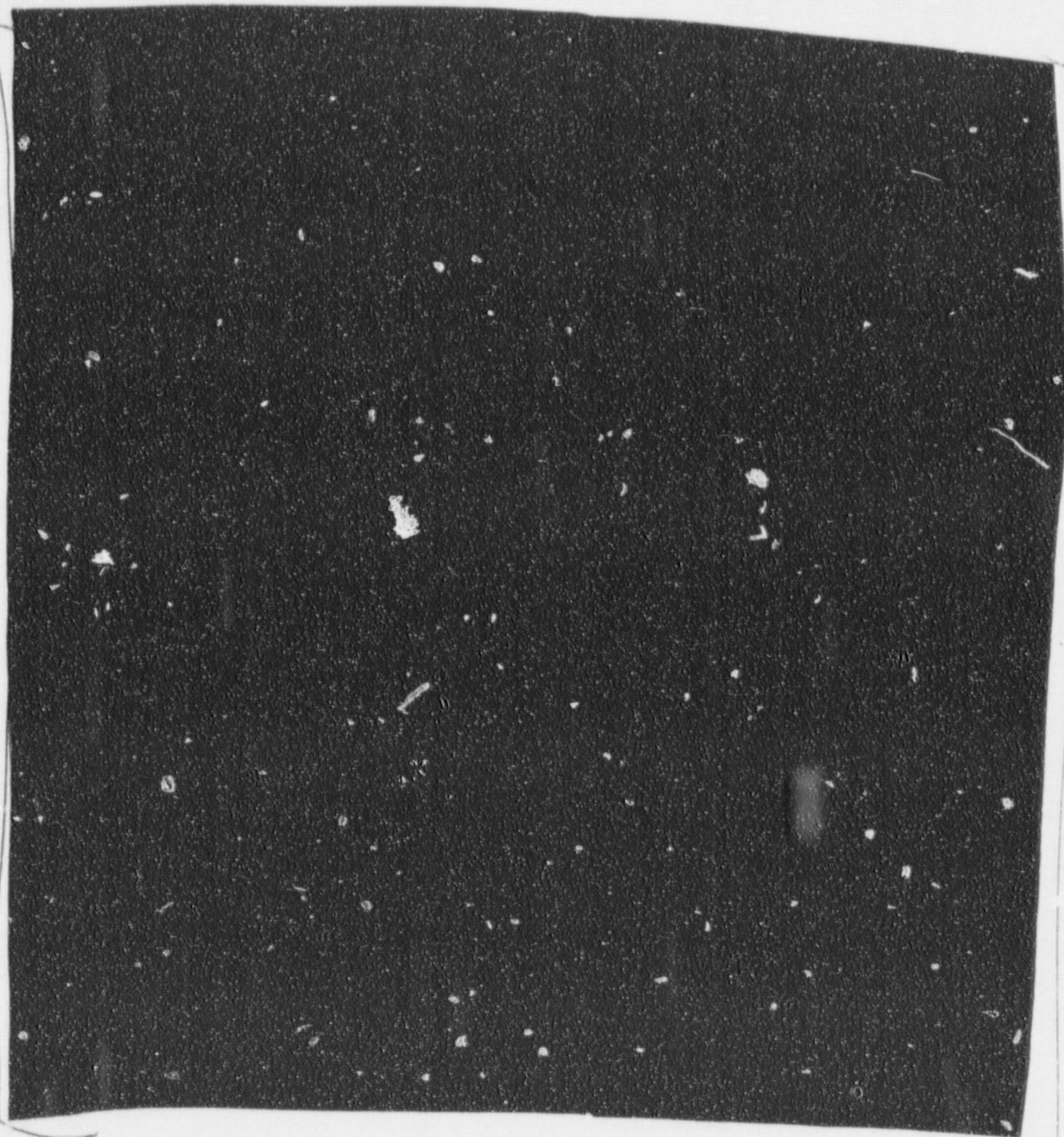
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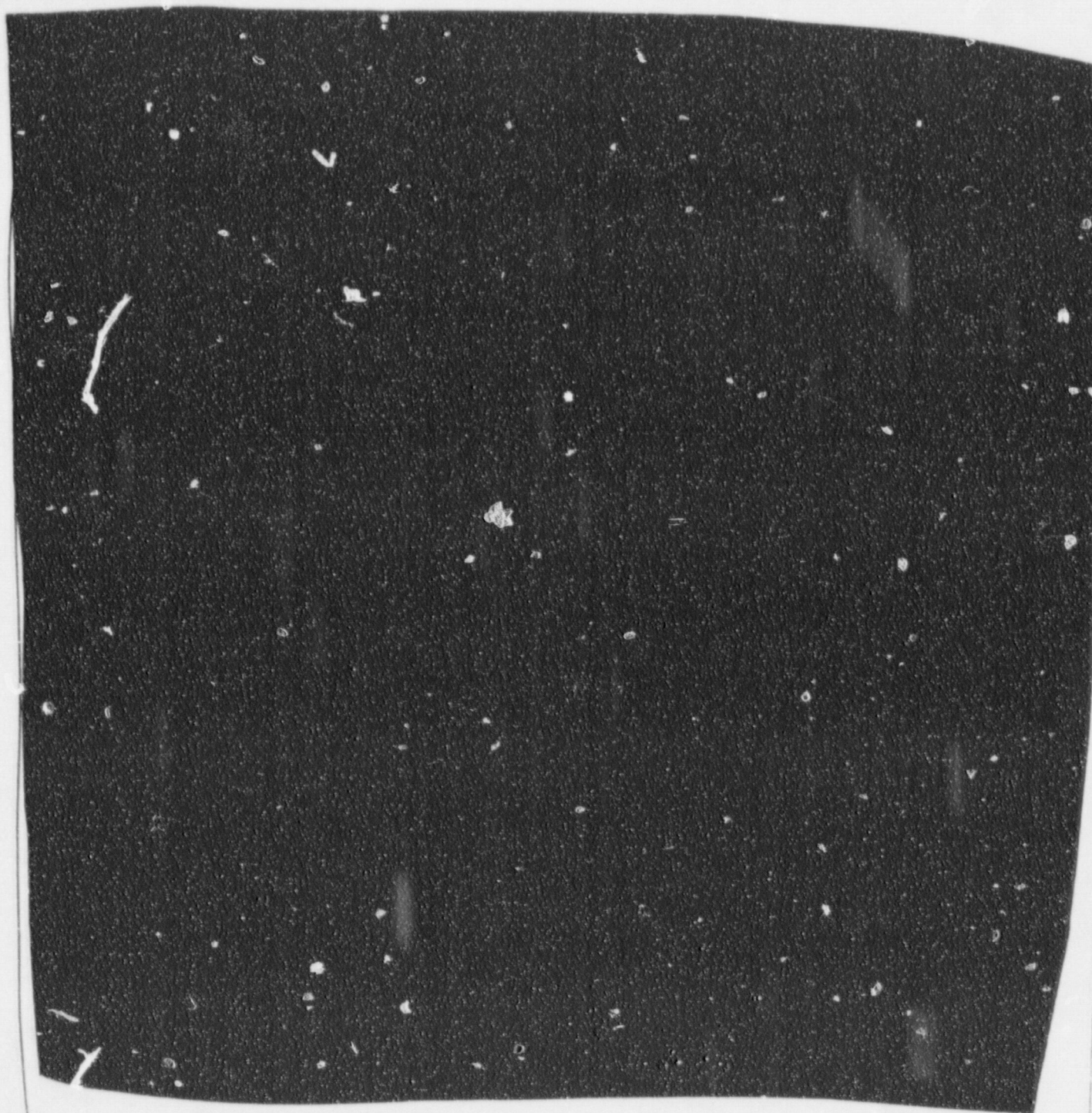


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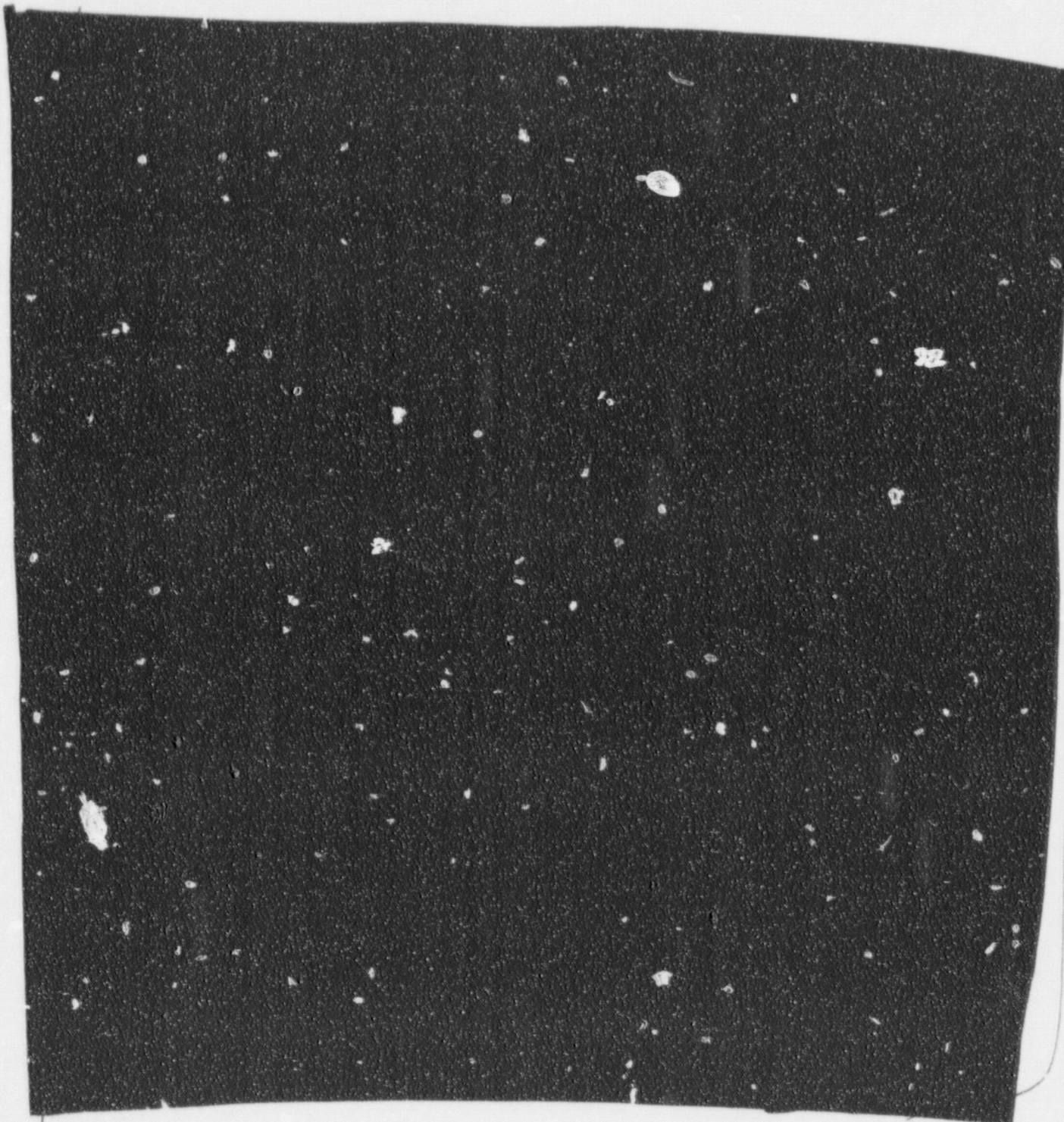


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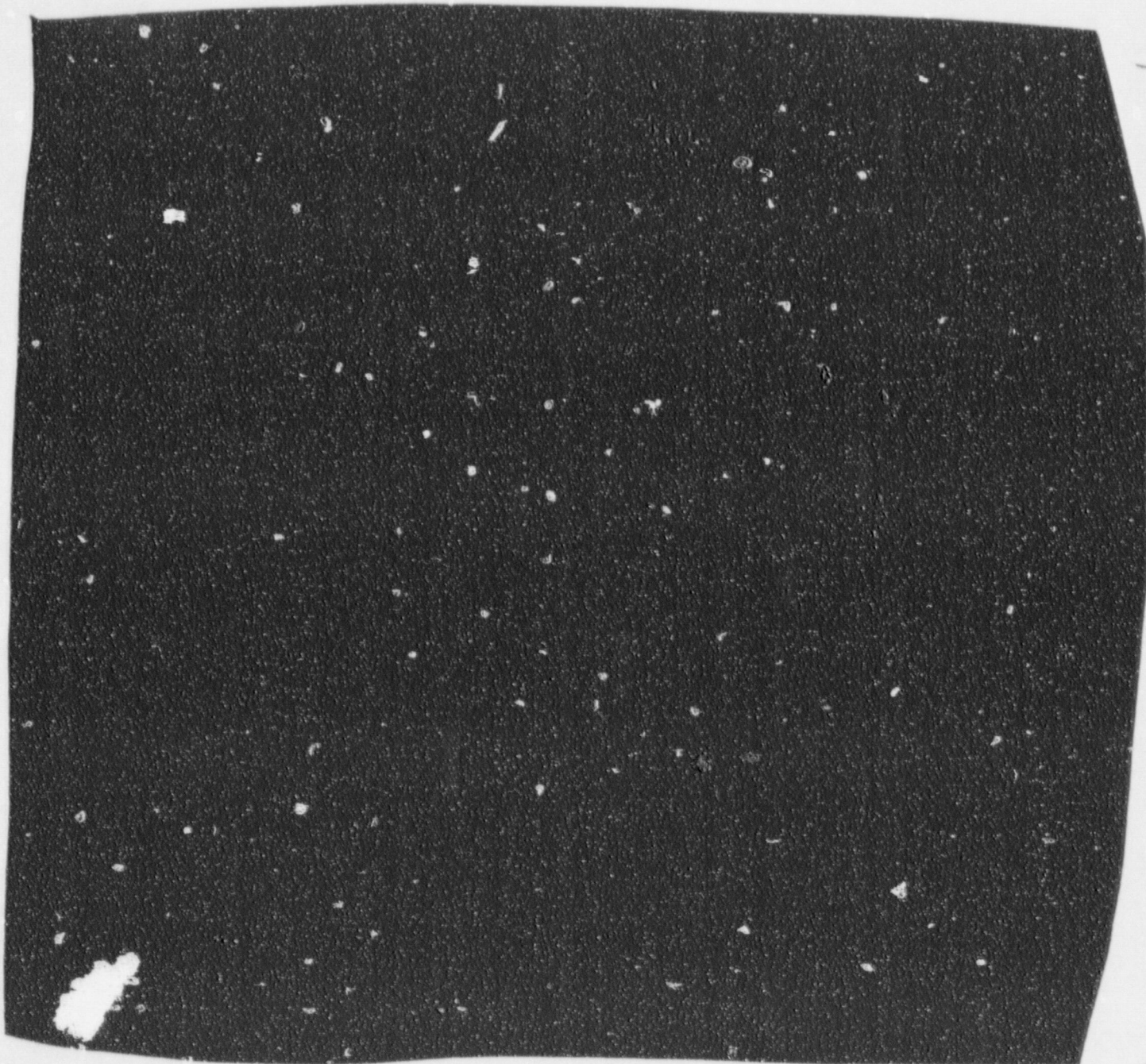


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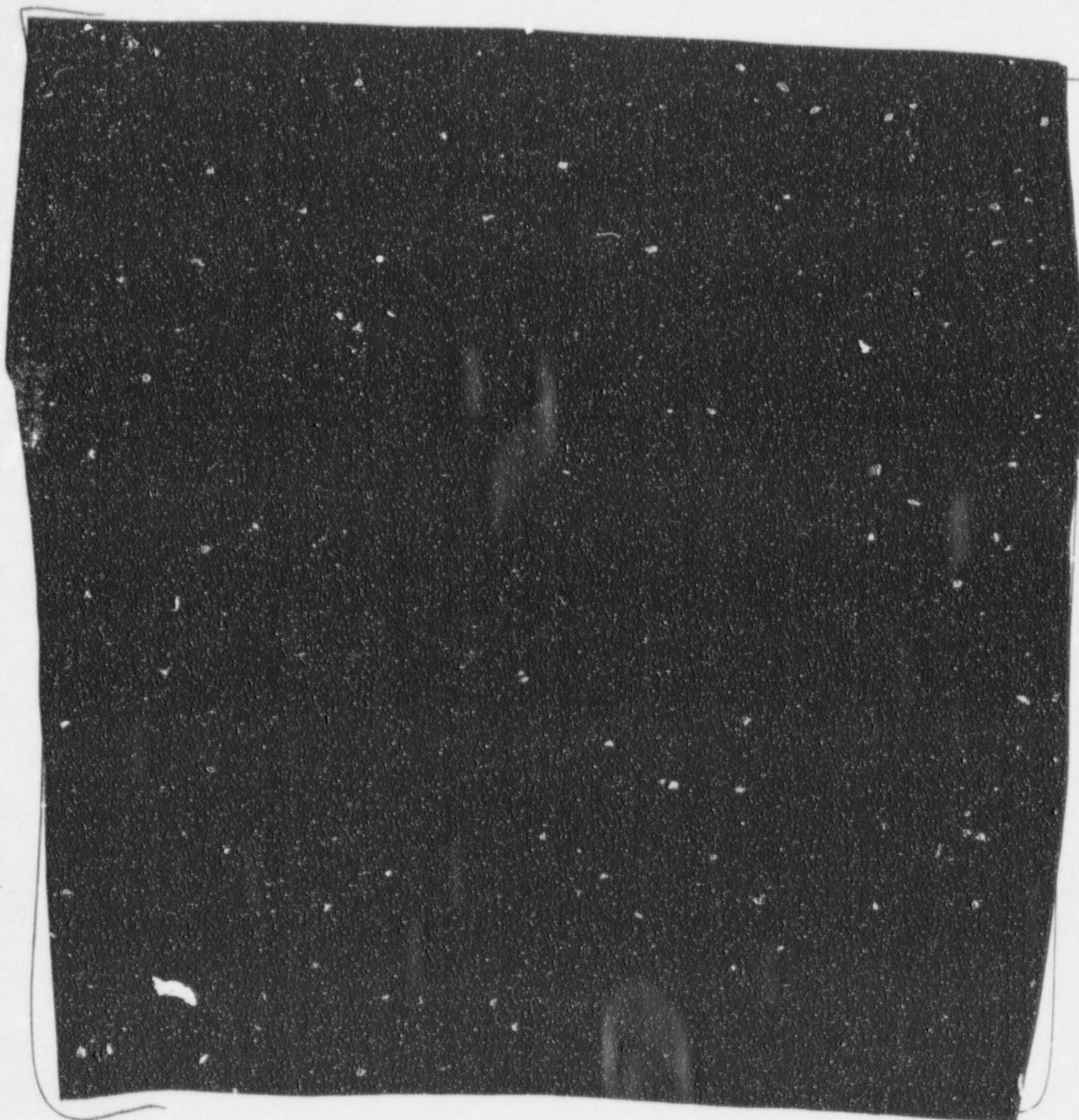


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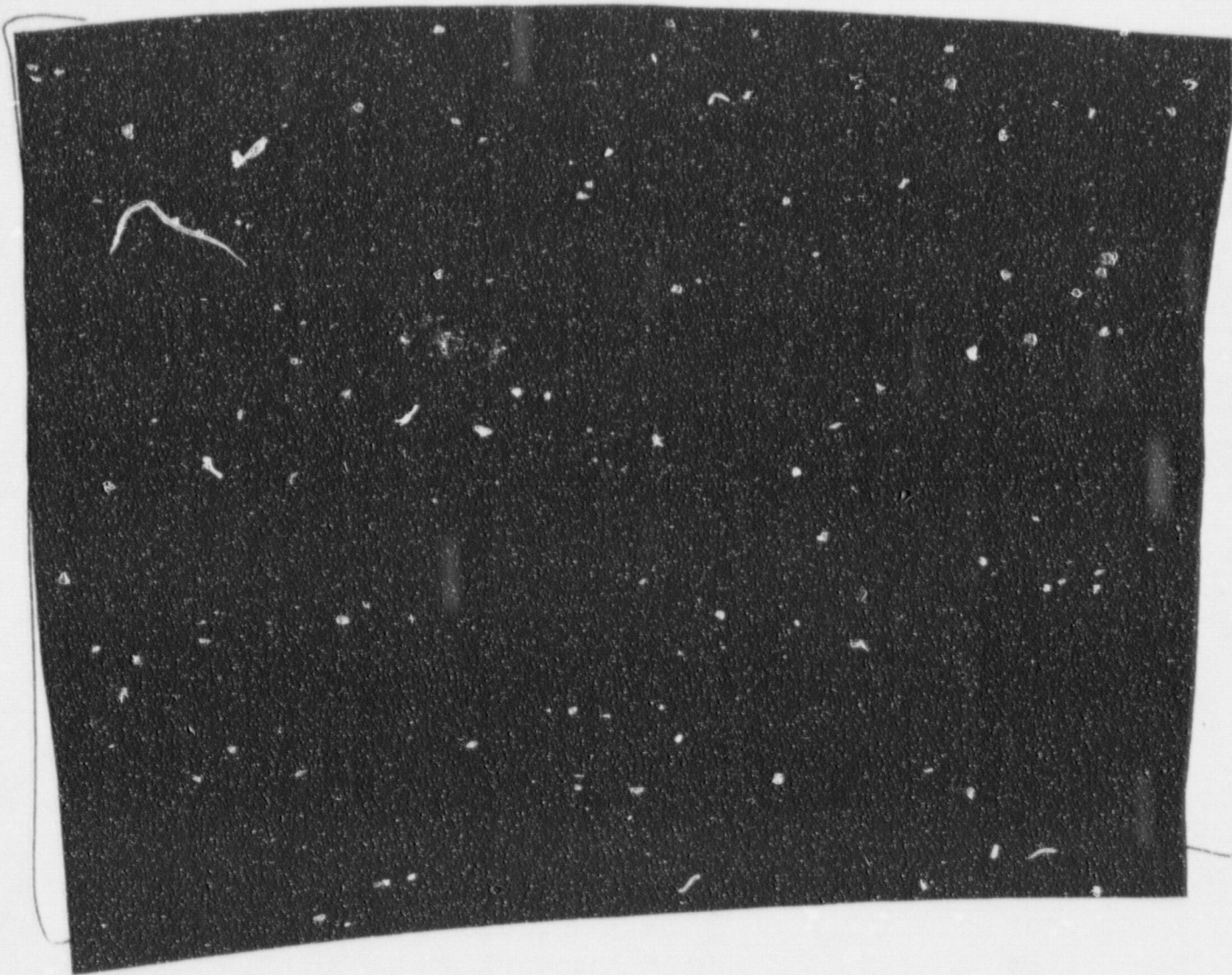


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VERMONT YANKEE NUCLEAR POWER CORPORATION

MANAGEMENT PERFORMANCE REVIEW

January 1993

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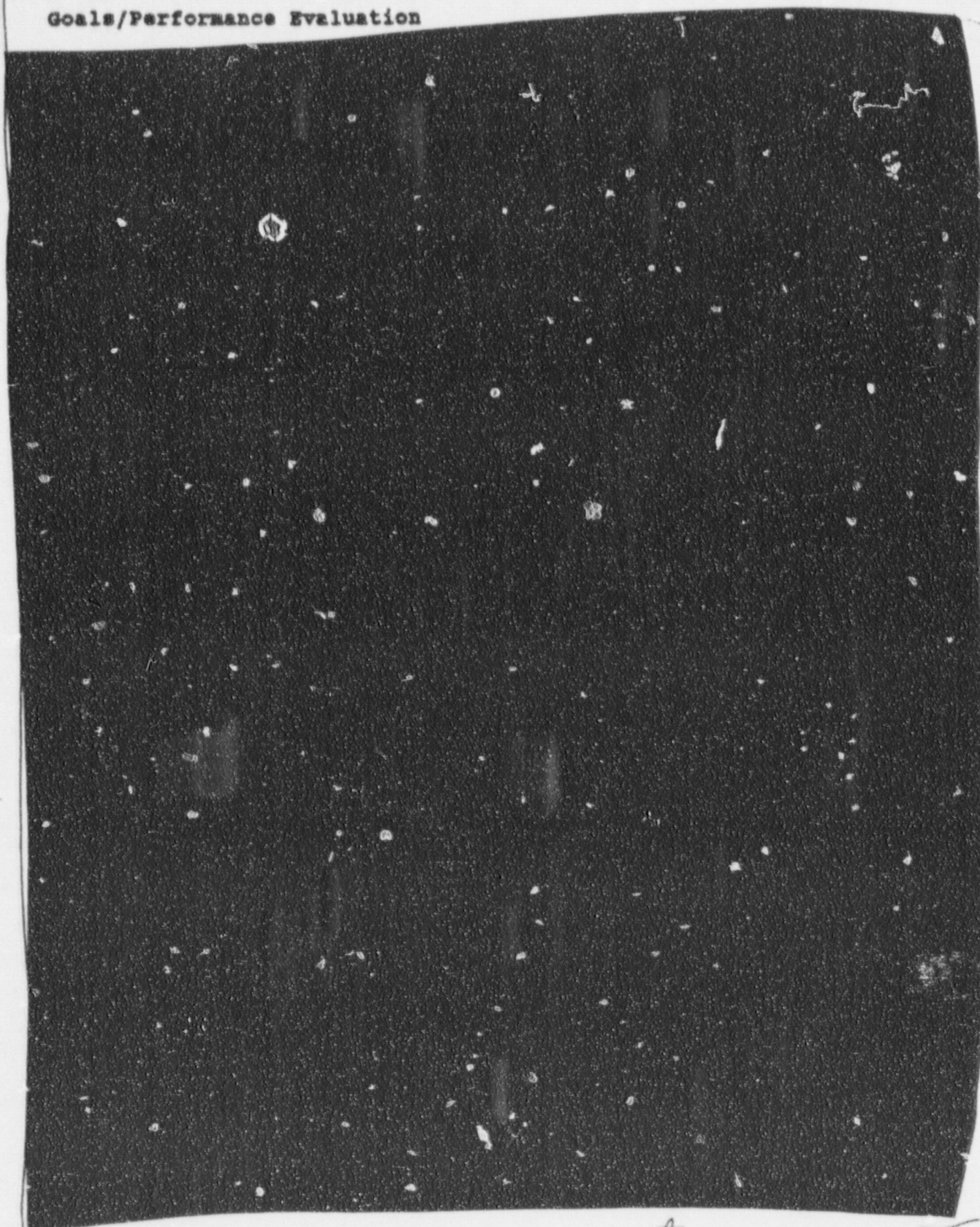
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Rating

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1-2 Poor/Unsatisfactory

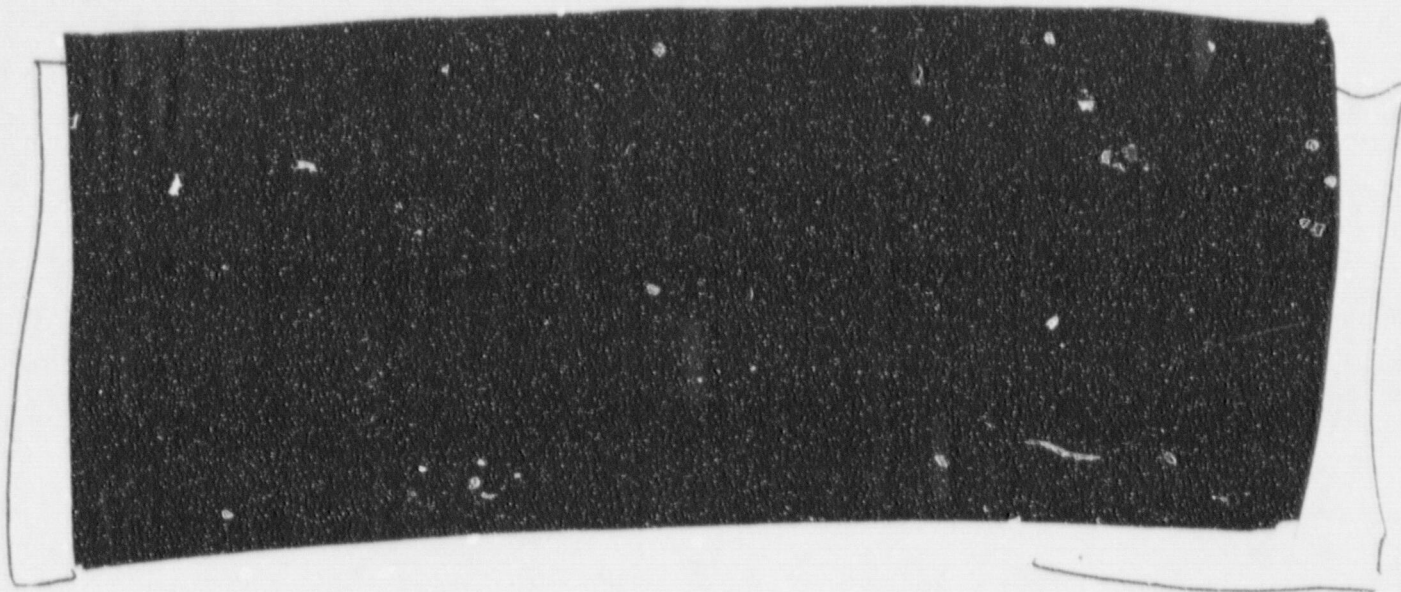
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Goals/Performance Evaluation



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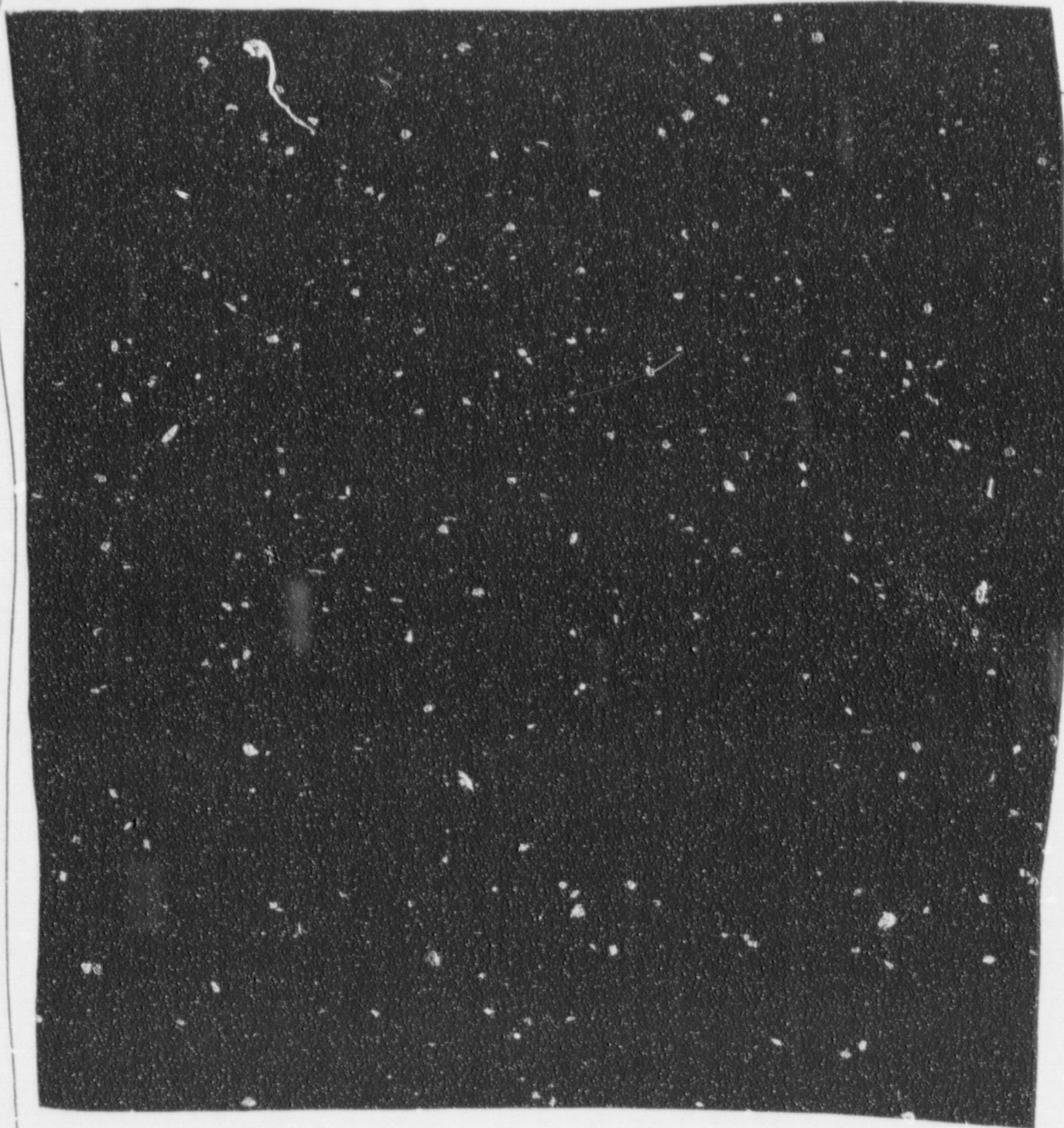
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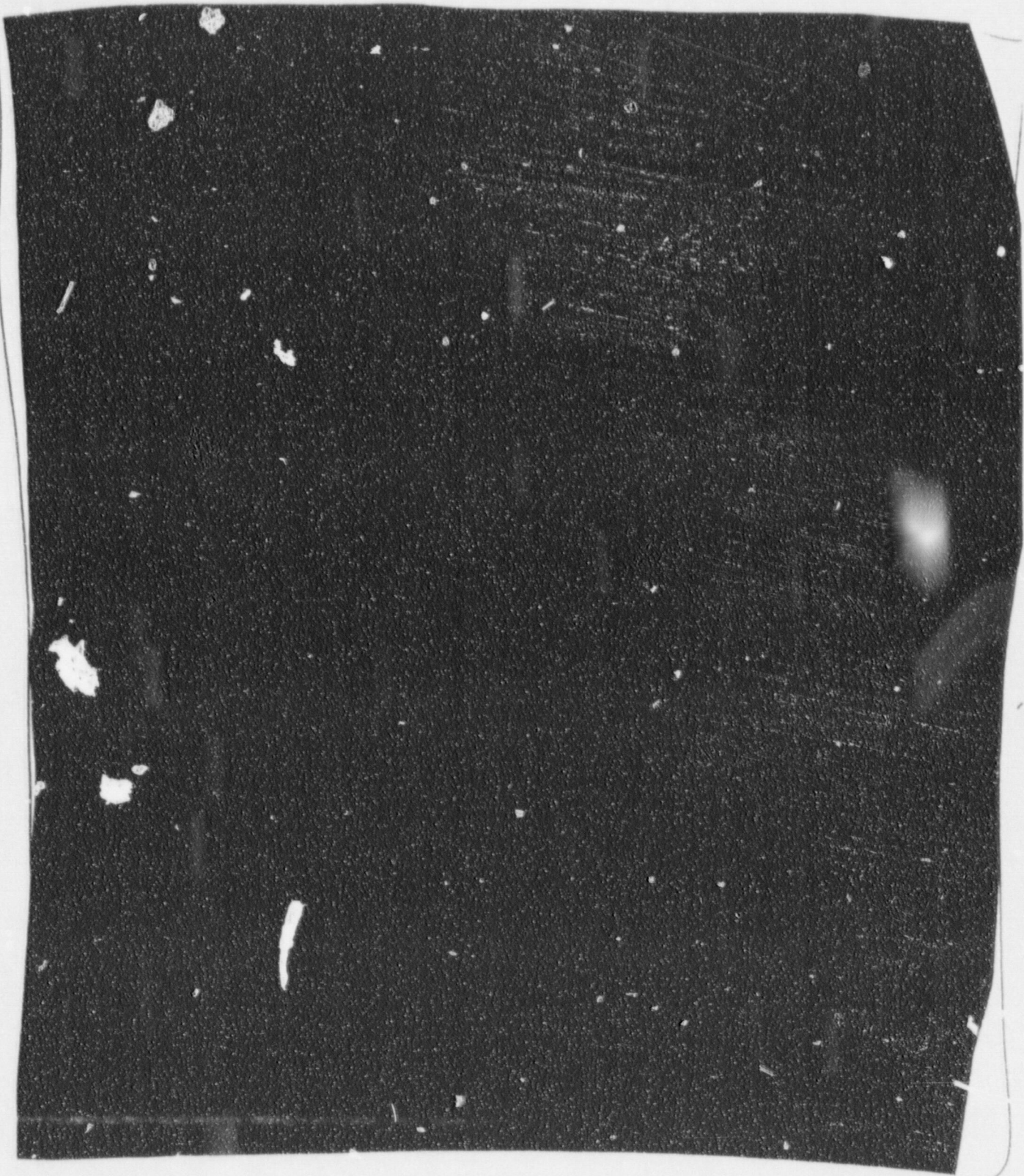




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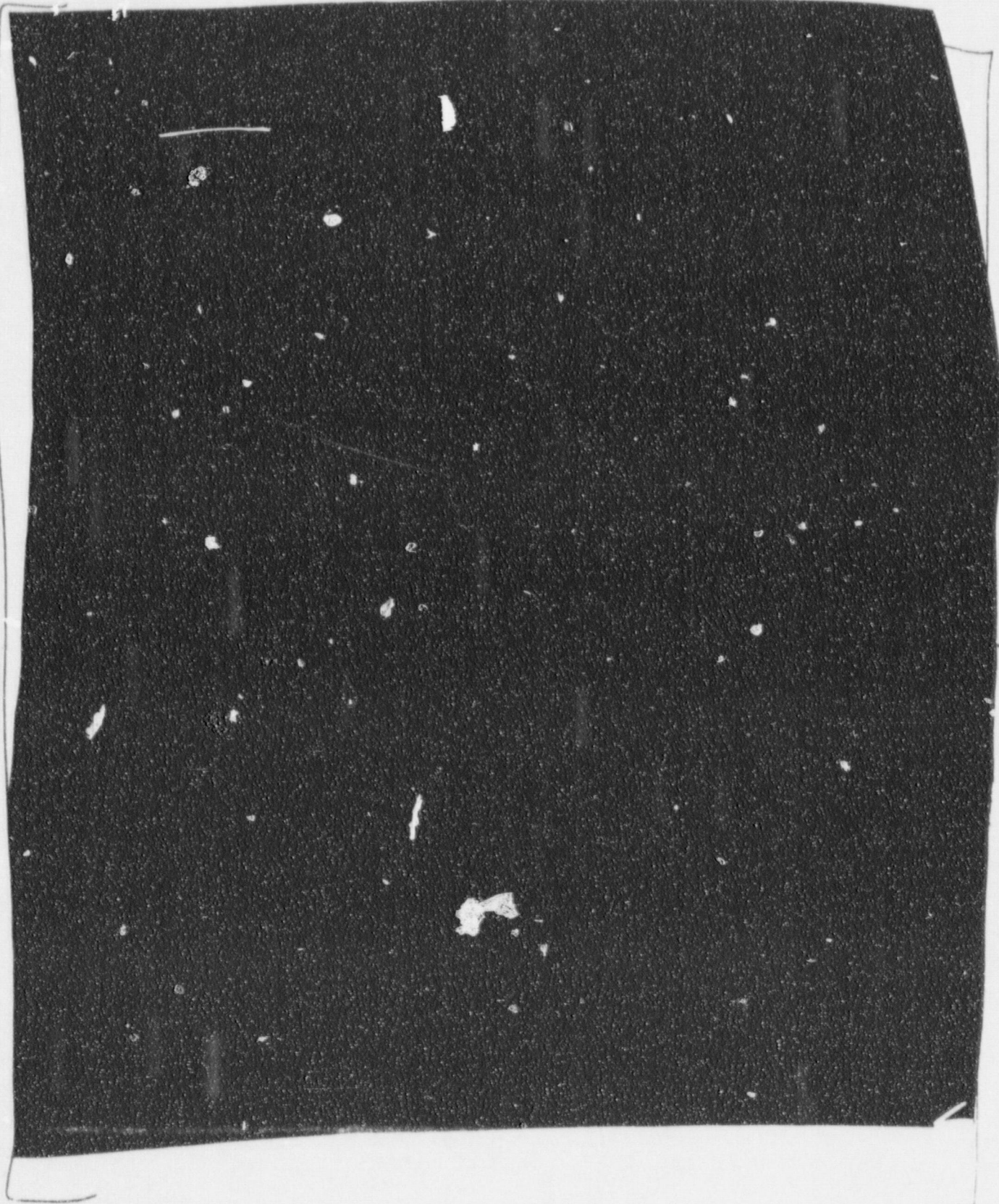




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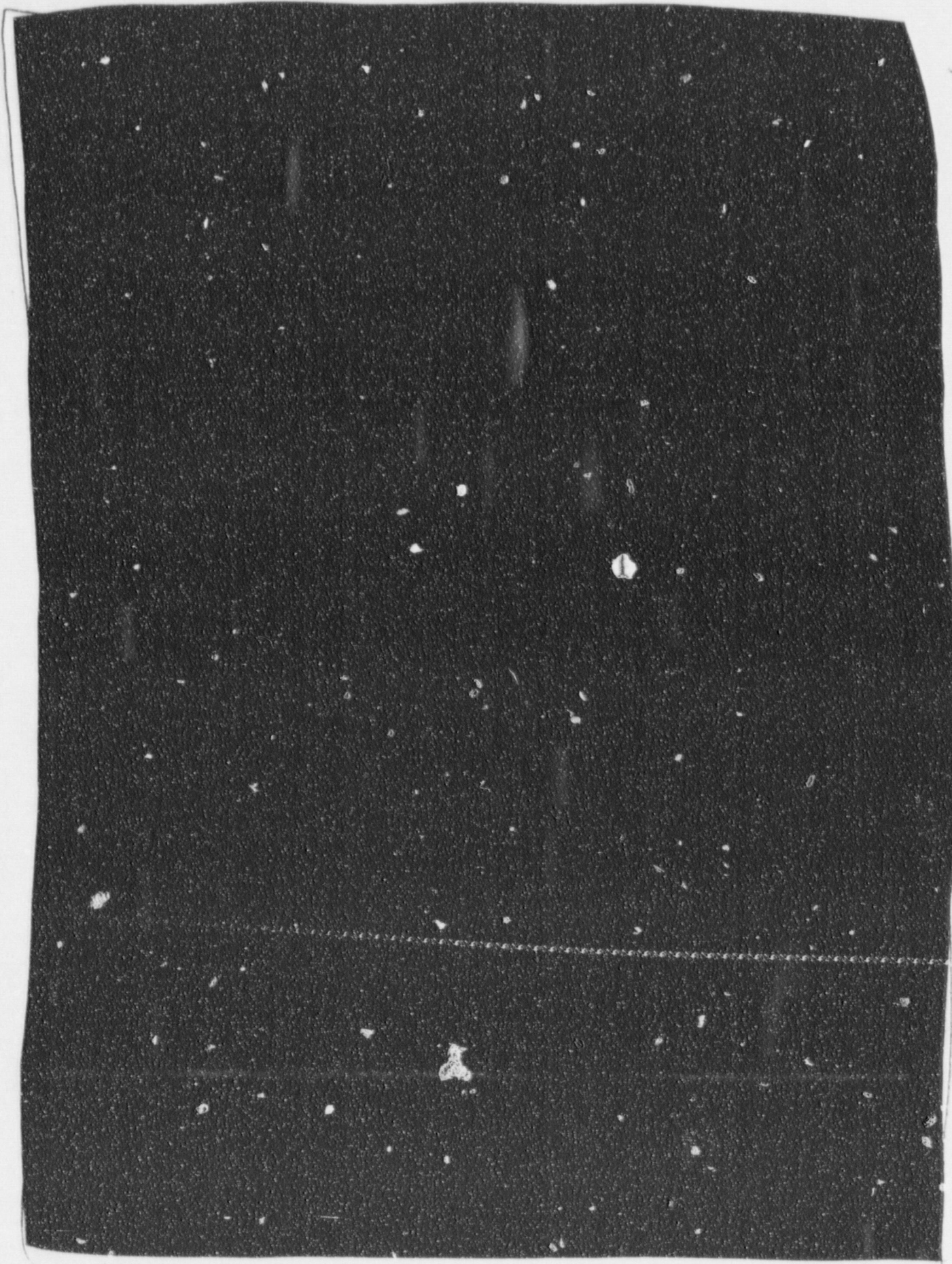
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