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Exhibit 4

Exhibit 4

2-2019-015

Official Transcript of Proceedings
NUCLEAR REGULATORY COMMISSION

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OI INVESTIGATION INFORMATION

Title: Interview of Beth A. Wetzel

Docket Number: 2-2019-015

Location: Signal Mountain, Tennessee

Date: Wednesday, November 13, 2019

Work Order No.: NRC-0721

Pages 1-41

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UNITED STATES OF AMERICA
NUCLEAR REGULATORY COMMISSION

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OFFICE OF INVESTIGATIONS
INTERVIEW

-----X
IN THE MATTER OF: :
INTERVIEW OF : OI Case No.
BETH A. WETZEL : 2-2019-015
(CLOSED) :
-----X

Wednesday,
November 13, 2019

Signal Mountain Library
Signal Mountain, Tennessee

The above-entitled interview was conducted
at 12:46 p.m.

BEFORE:
Senior Special Agent SCOTT LUINA

1 P-R-O-C-E-E-D-I-N-G-S

2 12:46 p.m.

3 SR. SPECIAL AGENT LUINA: Today's date is
4 November 13, 2019. The time is now 12:46 p.m. on
5 November 13, 2019, and this interview is being
6 conducted with Beth Ann Wetzel, W-E-T-Z-E-L, who was
7 former employed by the -- I don't know what
8 technically your employment status is right now.

9 MS. WETZEL: I'm a senior technical
10 consultant to Emyrean Services. I'm working part-
11 time right now.

12 SR. SPECIAL AGENT LUINA: All right.
13 That's E-M-P-Y-R-E-A-N.

14 MS. WETZEL: Correct.

15 SR. SPECIAL AGENT LUINA: Formerly working
16 over at the Tennessee Valley Authority out of the
17 Chattanooga corporate office, and that's what we're
18 going to talk about today, is your time working over
19 there.

20 Before we do that, I need to remind you,
21 this interview is being recorded, as you can see in
22 front of you, and will be transcribed at a later date.
23 I need to ask you: Are you recording or transmitting
24 this interview right now?

25 MS. WETZEL: I am -- no, I am not

1 recording.

2 SR. SPECIAL AGENT LUINA: Okay. And also
3 remind you that the location of today's interview is
4 at the Signal Mountain Library, located in Signal
5 Mountain, Tennessee. And I am Special Agent Scott
6 Luina, L-U-I-N-A, with the Nuclear Regulatory
7 Commission's Office of Investigations, Region II field
8 office out of Atlanta, Georgia.

9 And I interviewed you previously back
10 in -- was it May, it looks like, in the summer? Yes.
11 May of '19, and just like we talked about before going
12 on the record and we talked about back in May, it's my
13 understanding that you do have an attorney
14 representing you, Mr. Alan Kabat, K-A-B-A-T.

15 MS. WETZEL: Yes.

16 SR. SPECIAL AGENT LUINA: Of the Bernabei
17 & Kabat, out of Washington, D.C. However, it's your
18 choice to be interviewed today without him present.
19 Is that correct?

20 MS. WETZEL: Correct. Yes.

21 SR. SPECIAL AGENT LUINA: And you
22 understand that it is a voluntary interview. Right?

23 MS. WETZEL: Yes.

24 SR. SPECIAL AGENT LUINA: Okay. Anytime
25 you want to end the interview, you can do that. Do

1 you understand that?

2 MS. WETZEL: Yes.

3 SR. SPECIAL AGENT LUINA: Okay. All
4 right. Any questions for me then before we get
5 started?

6 MS. WETZEL: No questions for you.

7 SR. SPECIAL AGENT LUINA: I haven't sworn
8 you in yet, have I? Okay.

9 MS. WETZEL: No.

10 SR. SPECIAL AGENT LUINA: Will you please
11 raise your right hand with me.

12 Do you swear to tell the truth, the whole
13 truth, and nothing but the truth, so help you God?

14 MS. WETZEL: Yes.

15 SR. SPECIAL AGENT LUINA: All right.
16 Thank you very much. Appreciate you doing that. And
17 like I talked about, we already had discussed
18 previously your background and your experience in the
19 nuclear industry and other sites you've worked at and
20 your whole employment background, so we got all that
21 in the previous interview.

22 I just wanted to follow up with a few
23 things with you. You had mentioned when we talked
24 before that you were interviewed by the TVA's office
25 of general counsel, the OGC.

1 MS. WETZEL: Yes.

2 SR. SPECIAL AGENT LUINA: And I think I'd
3 asked you before if you knew the specific date of that
4 interview. I know you've got a notebook with you. Do
5 you have notes from that interview at all or anything?

6 MS. WETZEL: I do not have notes from that
7 interview. I went back to my desk at TVA and typed up
8 some notes, and I no longer have access to those.

9 SR. SPECIAL AGENT LUINA: Oh, man. So
10 that would have been on your TVA computer obviously.

11 MS. WETZEL: Yes.

12 SR. SPECIAL AGENT LUINA: Like on the hard
13 drive of that computer? Or a shared drive or
14 something?

15 MS. WETZEL: I don't know if I put it on
16 hard drive or shared drive. Probably shared drive.

17 SR. SPECIAL AGENT LUINA: What made you
18 type up the notes from that interview?

19 MS. WETZEL: Well, I take notes all the
20 time. I thought I'd better type up some quick
21 notes --

22 SR. SPECIAL AGENT LUINA: Uh-huh.

23 MS. WETZEL: -- but I honestly didn't
24 think it was critical to take notes on that interview,
25 because I was relieved. I thought or I was under the

1 impression that TVA was finally going to do an
2 investigation and take some action against the very
3 poor work environment in our group and specifically
4 Erin Henderson.

5 SR. SPECIAL AGENT LUINA: Oh, that's what
6 you thought was going on --

7 MS. WETZEL: That's what I thought.

8 SR. SPECIAL AGENT LUINA: -- in the
9 interview.

10 MS. WETZEL: Yes.

11 SR. SPECIAL AGENT LUINA: Okay. That they
12 were possibly investigating Erin.

13 MS. WETZEL: Yes.

14 SR. SPECIAL AGENT LUINA: Oh. And why did
15 you think that, I guess?

16 MS. WETZEL: Well, I thought that because,
17 I guess, about a month before the interview, Mike
18 McBrearty, who was also having trouble with Erin, told
19 me that Joe Shea contacted him, contacted Mike and
20 said, We're going to do an independent investigation.
21 And my understanding, that was in response to Mike's
22 concerns about Erin Henderson. And that was, I
23 believe, his understanding, too.

24 SR. SPECIAL AGENT LUINA: That's what you
25 all thought was happening.

1 MS. WETZEL: Yes.

2 SR. SPECIAL AGENT LUINA: Okay. And I
3 know I'd asked you this before. You think it was
4 about -- it was before you went to NEI that you were
5 interviewed.

6 MS. WETZEL: It was, I think, the week
7 before I went to NEI.

8 SR. SPECIAL AGENT LUINA: The week before.
9 Yes.

10 MS. WETZEL: Mid- to late April.

11 SR. SPECIAL AGENT LUINA: Okay.

12 MS. WETZEL: It was just days before I
13 went to NEI.

14 SR. SPECIAL AGENT LUINA: And the person
15 that interviewed you, do you remember his name or
16 person's name?

17 MS. WETZEL: It's later appeared in
18 documents, and I don't have that document with me.
19 But TVA has a report of that interview, selectively
20 written, report of that interview, and his name is in
21 that.

22 SR. SPECIAL AGENT LUINA: What do you --

23 MS. WETZEL: And they gave me that report
24 before we went to mediation --

25 SR. SPECIAL AGENT LUINA: Do you remember

1 what that looked like?

2 MS. WETZEL: -- the first time.

3 SR. SPECIAL AGENT LUINA: What did it look
4 like? Was it like a memo or a --

5 MS. WETZEL: It looked like an internal
6 report. It was not a memo.

7 SR. SPECIAL AGENT LUINA: Okay.

8 MS. WETZEL: And it talked about Mike
9 McBrearty, me --

10 SR. SPECIAL AGENT LUINA: Okay.

11 MS. WETZEL: I think it talked about
12 Michelle Conner, and it talked about -- I can't
13 remember her name -- Alicia Justice.

14 SR. SPECIAL AGENT LUINA: Alicia Justice,
15 yes.

16 MS. WETZEL: And it talked a lot about
17 Mike and Michelle, and it talked briefly about me.

18 SR. SPECIAL AGENT LUINA: Was this pretty
19 long, like several, several pages?

20 MS. WETZEL: Yes.

21 SR. SPECIAL AGENT LUINA: Okay. Like
22 double-spaced too and everything?

23 MS. WETZEL: Yes.

24 SR. SPECIAL AGENT LUINA: Okay. I think
25 I know what you're talking about. It's probably --

1 MS. WETZEL: I don't know if you've got a
2 copy of that -- of it, but I was told not to share it.

3 SR. SPECIAL AGENT LUINA: Okay.

4 MS. WETZEL: Looking back, it was very
5 strange that they sent that to me before mediation.
6 And I took it as a threat.

7 SR. SPECIAL AGENT LUINA: That they would
8 give you that.

9 MS. WETZEL: Yes.

10 SR. SPECIAL AGENT LUINA: Okay. So if I
11 mention the name Slater, John Slater --

12 MS. WETZEL: Yes. Slater.

13 SR. SPECIAL AGENT LUINA: -- does that
14 sound familiar?

15 MS. WETZEL: Yes.

16 SR. SPECIAL AGENT LUINA: That sounds like
17 who you recall?

18 MS. WETZEL: Yes. That's who it was.

19 SR. SPECIAL AGENT LUINA: Okay. That
20 interviewed you. Was he just by himself?

21 MS. WETZEL: He was by himself.

22 SR. SPECIAL AGENT LUINA: Did he record
23 it, like I'm recording today?

24 MS. WETZEL: He did not tell me he was
25 recording it.

1 SR. SPECIAL AGENT LUINA: Okay.

2 MS. WETZEL: But -- and he didn't take
3 notes, and that report had some quotes, and it made me
4 think that he recorded it. But I don't know.

5 SR. SPECIAL AGENT LUINA: You don't think
6 he was taking -- I mean, you're positive he wasn't
7 taking notes.

8 MS. WETZEL: I don't think he took notes.

9 SR. SPECIAL AGENT LUINA: Okay.

10 MS. WETZEL: He might have, but I don't
11 think so.

12 SR. SPECIAL AGENT LUINA: Okay.

13 MS. WETZEL: And he asked strange
14 questions --

15 SR. SPECIAL AGENT LUINA: What did he ask?

16 MS. WETZEL: -- now that I look back. It
17 was more relationship and what do I think someone
18 thinks of Erin Henderson. It was like he was digging
19 to find out who didn't like Erin. And looking back --
20 I mean, I was naive.

21 I was about to leave for NEI, getting away
22 from a very toxic environment, and I shared with him
23 my thoughts and my opinion. And he asked like what
24 does Mike McBrearty think of Erin Henderson; what
25 does -- and I told him. I don't remember specifically

1 what I told him. Then he asked if I was friends with
2 Mike McBrearty.

3 SR. SPECIAL AGENT LUINA: Uh-huh.

4 MS. WETZEL: I said, Yes, I'm friends.
5 And he said, Are you sure; how do you know him. And
6 I said, Well, I worked for him, and I worked with him.
7 And then he asked what -- he asked what each of the
8 site licensing managers thought of Erin Henderson.
9 And I said, I don't know what the Browns Ferry site
10 licensing manager thinks of Erin. I don't know what
11 the Watts Bar site licensing manager thinks of Erin.

12 Looking back, they were digging to find
13 out who didn't like Erin, and Erin just thought there
14 was this -- or made up a story that there was this big
15 conspiracy against her. And there was not. I --

16 SR. SPECIAL AGENT LUINA: Uh-huh.

17 MS. WETZEL: I have always been respectful
18 to her in front of my colleagues and workers.

19 SR. SPECIAL AGENT LUINA: Did -- what did
20 you tell him about Erin, I guess, when he asked you
21 about --

22 MS. WETZEL: So I told him that from the
23 beginning, that I didn't think she liked me, that I
24 thought she was -- she was -- I told him from the
25 beginning why I think she didn't like me was at a

1 nine-box meeting before she ever came to corporate.
2 Joe Shea asked the managers present, What do you think
3 of Erin. No one said anything. He said again, What
4 do you think of Erin; come on, tell me.

5 And I told him, and I thought he was
6 looking at bringing her in to be a peer, a manager
7 with me, not above me. I said, Well, we just demoted
8 one person and refused to promote another person
9 because they didn't have the requisite number of years
10 for that position. We need to be careful; Erin does
11 not have the number of years for a management
12 position.

13 And he said -- he directed HR to take a
14 look at that.

15 SR. SPECIAL AGENT LUINA: Uh-huh. And why
16 do you think -- does she know about that, I guess?

17 MS. WETZEL: I think somebody at that
18 meeting told her.

19 SR. SPECIAL AGENT LUINA: Why do you think
20 that, I guess?

21 MS. WETZEL: Because she came in just
22 gunning for me, and she took scope away from me. She
23 took people away from me over the few years, and it
24 was like she was trying to get me out of being a
25 supervisor.

1 SR. SPECIAL AGENT LUINA: Okay. What else
2 did you tell the OGC?

3 MS. WETZEL: I told him that.

4 SR. SPECIAL AGENT LUINA: Tell him all
5 that? Okay.

6 MS. WETZEL: Uh-huh. And he asked, Why
7 are you going to NEI. And I said, To get away from a
8 very bad situation. And he said, That's what Mike
9 McBrearty said about why I was going to NEI.

10 SR. SPECIAL AGENT LUINA: Uh-huh. And
11 what --

12 MS. WETZEL: I told him she was
13 vindictive. She -- no. This is what I told him.

14 SR. SPECIAL AGENT LUINA: Okay.

15 MS. WETZEL: This is what I told him.
16 This is how I used the word "vindictive," and it was
17 not quoted correctly in the report, because when she
18 was first my manager and she was just abusive, giving
19 me work and not giving me time to get it done and
20 abusing me for every product I created, and telling me
21 I did a poor job in a briefing --

22 SR. SPECIAL AGENT LUINA: Why was she
23 doing that?

24 MS. WETZEL: I just think that's her
25 personality, and I think she was upset with me because

1 I said she wasn't -- didn't have -- wasn't qualified
2 for that job.

3 SR. SPECIAL AGENT LUINA: Okay.

4 MS. WETZEL: But, anyway, I went to Joe,
5 who has an open-door policy, and she -- a lot of
6 people were having issues with her and told Joe about
7 the atmosphere that was -- she was creating in our
8 group and gave him some examples. I don't remember
9 the exact examples.

10 And he lashed out at me and said, Are you
11 saying I'm a poor -- I'm such a terrible manager that
12 I would hire a vindictive manager. And it just threw
13 me, how he said that.

14 SR. SPECIAL AGENT LUINA: Uh-huh.

15 MS. WETZEL: He used the word
16 "vindictive." I never used that word. And I said,
17 No; I think you're a good manager. I have the utmost
18 respect for you, Joe.

19 SR. SPECIAL AGENT LUINA: Uh-huh.

20 MS. WETZEL: But you probably don't see
21 what's going on above. It's very different than
22 what's going on below Erin. And then I knew after
23 that I couldn't go to Joe. It was obvious that Joe
24 talked directly with her, and it got worse.

25 SR. SPECIAL AGENT LUINA: What else did

1 you tell the OGC about Erin, I guess?

2 MS. WETZEL: That's pretty much the
3 summary.

4 SR. SPECIAL AGENT LUINA: Uh-huh.

5 MS. WETZEL: That's pretty much the
6 summary.

7 SR. SPECIAL AGENT LUINA: And you provided
8 this to us as an email from May of 2018.

9 MS. WETZEL: Uh-huh.

10 SR. SPECIAL AGENT LUINA: That you sent to
11 Joe. I remember this, and down here in this second
12 paragraph, you mention, "However, I know that Erin has
13 used HR to investigate people" --

14 MS. WETZEL: Yes.

15 a SR. SPECIAL AGENT LUINA: -- "report with
16 ECP" --

17 MS. WETZEL: Yes.

18 SR. SPECIAL AGENT LUINA: -- "threatened
19 to have people for-cause drug-tested."

20 MS. WETZEL: And I told some of that, some
21 of those words I told to OGC, that she has used HR to
22 investigate people, and she uses HR as a weapon. And
23 she used HR to investigate one of her subordinates.
24 And I didn't tell him this. I didn't give him
25 examples, but Ed Schroll -- if you've got a

1 subordinate, you coach them and talk to them, not take
2 HR and investigate your subordinate.

3 And she tried to say that Ed created a
4 chilled work environment when he went against or
5 didn't agree with one of his subordinates. And Ed was
6 shocked, and Ed went to that person, Russ Wells, and
7 said, Did I create an issue. And Russ Wells said, No.
8 But still Erin had him investigated. And Ed also lost
9 his job, but he retired early.

10 SR. SPECIAL AGENT LUINA: Okay.

11 MS. WETZEL: The same year that I left,
12 Mike McBrearty left, Ed left.

13 SR. SPECIAL AGENT LUINA: You mention in
14 here, too, about, you know, "She's demonstrated a
15 longstanding pattern of using TVA processes as
16 punitive and retaliatory tools." Did you mention
17 about retaliation to OGC?

18 MS. WETZEL: I'm sure I did. Yes. I'm
19 sure I did, because I said that she was out to get me,
20 and she was trying to --

21 SR. SPECIAL AGENT LUINA: That's
22 retaliation, out to get me.

23 MS. WETZEL: Yes, yes.

24 SR. SPECIAL AGENT LUINA: But the follow-
25 up to that is, why is she out to get you. Why do you

1 have this --

2 MS. WETZEL: She -- well, she could not
3 use me like she could others. If I identified a
4 safety issue, I would talk about it in our meetings.

5 SR. SPECIAL AGENT LUINA: Uh-huh.

6 MS. WETZEL: I would write CRs. I know
7 one of my peers, Jim Pollakoski [phonetic] would not
8 write a CR unless he was told to, and then he would
9 have Joe and Erin review the wording over and over
10 again. I was respectful but I thought independently.

11 SR. SPECIAL AGENT LUINA: Okay. And you
12 think she did not --

13 MS. WETZEL: She's very controlling,
14 and --

15 SR. SPECIAL AGENT LUINA: Okay.

16 MS. WETZEL: And the way she used ECP was
17 a meeting with her managers, probably in 2017. She
18 told everyone, all of her managers, that ECP -- she
19 was under investigation by ECP, and in fact, they
20 didn't find against her. They found against the
21 person that reported her. And the way she said it, I
22 took it as a threat.

23 SR. SPECIAL AGENT LUINA: Uh-huh.

24 MS. WETZEL: And then she took me in
25 another room and offered me a job outside of our group

1 that would have been probably the same level but
2 likely less pay.

3 SR. SPECIAL AGENT LUINA: After this
4 incident or --

5 MS. WETZEL: Uh-huh. Yes.

6 SR. SPECIAL AGENT LUINA: And she -- did
7 she know you -- because you went and reported that to
8 ECP.

9 MS. WETZEL: I did, I did.

10 SR. SPECIAL AGENT LUINA: Did she know
11 that, that you were the one that reported that to ECP?

12 MS. WETZEL: No. I didn't go and report
13 that to ECP.

14 SR. SPECIAL AGENT LUINA: Oh.

15 MS. WETZEL: I told Mike McBrearty --

16 SR. SPECIAL AGENT LUINA: Who went to ECP.

17 MS. WETZEL: -- hey, she just said that --
18 to her management team that you were found -- I can't
19 remember the word, but --

20 SR. SPECIAL AGENT LUINA: To be
21 retaliating against her or something like that.

22 MS. WETZEL: Yes, yes.

23 SR. SPECIAL AGENT LUINA: Okay.

24 MS. WETZEL: And he said, That's not true.

25 And he went and reported that to ECP.

1 SR. SPECIAL AGENT LUINA: Okay.

2 MS. WETZEL: I never reported her to ECP,
3 although I've been interviewed by ECP multiple times
4 because multiple people have.

5 SR. SPECIAL AGENT LUINA: That's a good
6 question then. So if you had this concern about her
7 being vindictive or potentially retaliating against
8 you, why did you not report that --

9 MS. WETZEL: I don't trust ECP. I
10 believe -- I believed they were an arm of management.
11 I didn't trust ECP. I went to Erin's manager.

12 SR. SPECIAL AGENT LUINA: Joe Shea.

13 MS. WETZEL: And that didn't work, so I
14 did -- I tried to get away and got to NEI. And I did
15 talk to NRC.

16 SR. SPECIAL AGENT LUINA: Yes. Did you
17 report it to anyone else besides Joe Shea in TVA
18 management at all?

19 MS. WETZEL: No.

20 SR. SPECIAL AGENT LUINA: It's okay if you
21 didn't. I just wondered.

22 MS. WETZEL: No.

23 SR. SPECIAL AGENT LUINA: All right.

24 MS. WETZEL: I do want to let you know
25 that TVA IG interviewed me a couple months ago about

1 this OGC interview.

2 SR. SPECIAL AGENT LUINA: Interview.

3 Okay:

4 MS. WETZEL: Yes. They're looking into
5 how OGC did this. I call it a -- I'd call it a sham
6 investigation.

7 SR. SPECIAL AGENT LUINA: Okay. Did --

8 MS. WETZEL: It was a set-up. It was a
9 set-up for me to say something bad, and then use that
10 to fire me.

11 SR. SPECIAL AGENT LUINA: Did the actions
12 of Erin Henderson, did it make you have a fear, or
13 were you hesitant at all to raise nuclear safety
14 concerns because of that at all, or --

15 MS. WETZEL: I -- yes. I was hesitant,
16 and I was afraid for my job. I did raise some
17 concerns, but I raised them to the NRC.

18 SR. SPECIAL AGENT LUINA: Uh-huh.

19 MS. WETZEL: I did write some CRs, but,
20 yes. I feared for my job.

21 SR. SPECIAL AGENT LUINA: Is that why you
22 went to NEI? You just -- I mean, to get away from
23 her, I guess, but --

24 MS. WETZEL: I went to NEI to get away
25 from an overall toxic environment, not -- obviously

1 undermining some nuclear safety issues that Joe and
2 Erin did, Erin trying to slowly push me out of my job,
3 and no respect. I didn't feel worthwhile, my work.
4 And I knew the industry really respected me, and I
5 went to NEI and --

6 SR. SPECIAL AGENT LUINA: Uh-huh.

7 MS. WETZEL: -- it was a breath of fresh
8 air. It was great.

9 SR. SPECIAL AGENT LUINA: I guess, what
10 makes you think that Erin would do these things
11 because of you identifying safety issues, I guess? Or
12 is that just part of it? Or is it because of, you
13 know, the nine-box meeting, the --

14 MS. WETZEL: I think it's part of it. I
15 think it's part of it. She does not work well with
16 people that she can't manipulate. And Mike McBrearty,
17 she could not manipulate. Michelle Conner, she could
18 not manipulate. Michelle's a brilliant -- Ed Schroll,
19 she couldn't manipulate, but -- or me.

20 But Jim Pollakoski, she can manipulate,
21 and the newer people she's brought in, she can
22 manipulate and control what CRs they write, control
23 what they say to people, so --

24 SR. SPECIAL AGENT LUINA: Could not use
25 you like others, like you were saying, just --

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1 MS. WETZEL: Yes.

2 SR. SPECIAL AGENT LUINA: Was she
3 fostering like an open, collaborative work
4 environment? It sounds like it's not. I mean -- I'm
5 trying to -- was she creating a chilled work
6 environment in corporate nuclear licensing --

7 MS. WETZEL: Yes.

8 SR. SPECIAL AGENT LUINA: -- in your
9 opinion?

10 MS. WETZEL: Yes. And the day I was
11 fired --

12 SR. SPECIAL AGENT LUINA: The October --

13 MS. WETZEL: No. That was --

14 SR. SPECIAL AGENT LUINA: Or it would be
15 January.

16 MS. WETZEL: -- January when Joe Shea
17 fired me over the phone. He went -- now, this is
18 the -- to me, the epitome of creating a chilled work
19 environment. Within 30 minutes, he went to a meeting
20 of all the reg affairs, corporate reg affairs people,
21 and said, Beth no longer works here, and told them to
22 reflect on the meeting he had with them back in
23 October when he had talked about respectful work
24 environment.

25 And people came out of that meeting. I

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1 got calls. Oh, my goodness, Beth is so respectful;
2 what -- if they fired Beth, what are they going to do
3 to me.

4 SR. SPECIAL AGENT LUINA: Okay.

5 MS. WETZEL: And I mentioned this to my
6 current boss, who I'm friends with, and he said, That
7 was a threat; that was creating a chilled work
8 environment directly, saying, If you're not
9 respectful, we're going to fire you like we fired
10 Beth.

11 SR. SPECIAL AGENT LUINA: Right.

12 MS. WETZEL: And it was like, wow.

13 SR. SPECIAL AGENT LUINA: And we get to
14 determine what's respectful or not. Yes. Okay. All
15 right. Let's see. Okay. And then so prior to this
16 email in May 2018 to Joe --

17 MS. WETZEL: Uh-huh.

18 SR. SPECIAL AGENT LUINA: -- did you talk
19 to him about these issues --

20 MS. WETZEL: Yes.

21 SR. SPECIAL AGENT LUINA: -- prior to
22 this, too?

23 MS. WETZEL: Yes.

24 SR. SPECIAL AGENT LUINA: Okay.

25 MS. WETZEL: On a phone call. I was late

1 in submitting my travel, and I told him, I'm afraid;
2 I'm afraid to submit my travel. The -- you asked Erin
3 to -- or you wanted the travel requirements that were
4 living under here to be written down, and that was
5 great. And they were never written down. Erin said
6 she'd write them down, and she never did.

7 SR. SPECIAL AGENT LUINA: Okay.

8 MS. WETZEL: So he -- I got an email from
9 Erin that said, Follow federal and TVA travel
10 regulations.

11 SR. SPECIAL AGENT LUINA: Okay.

12 MS. WETZEL: And so, yes. I had a phone
13 call with him, and then I sent him an email later --
14 I don't know -- a week or so later.

15 SR. SPECIAL AGENT LUINA: Were there any
16 safety issues or nuclear safety issues that you can
17 think of that you were hesitant to raise up to Erin,
18 but you did anyways maybe, but you were thinking, you
19 know, this is going to be a battle, or this is going
20 to be -- she's not going to like this or --

21 MS. WETZEL: She -- so the whole valve
22 thing --

23 SR. SPECIAL AGENT LUINA: What's the valve
24 thing?

25 MS. WETZEL: The double --

1 SR. SPECIAL AGENT LUINA: Oh, the Anchor
2 Darling valve?

3 MS. WETZEL: Yes. Anchor Darling
4 submittal that was under me that had to be submitted.
5 I was trying to get through to her that I don't think
6 Browns Ferry did what they were supposed to do, and
7 she was defensive or offensive about it. So it was --
8 I was hesitant, but I did talk about it with her.

9 SR. SPECIAL AGENT LUINA: Uh-huh. And
10 with that submittal, tell me about what happened
11 again, because it was close to the end of December.
12 The thing had to be done by the beginning of the year,
13 is my understanding.

14 MS. WETZEL: Yes.

15 SR. SPECIAL AGENT LUINA: You were getting
16 information from all the sites. Browns Ferry was
17 not -- information just looked different, or you
18 didn't have all the correct information.

19 MS. WETZEL: Yes.

20 SR. SPECIAL AGENT LUINA: You tried to get
21 a signature done.

22 MS. WETZEL: And the engineer in corporate
23 that was the valve expert and knew about the BWR
24 owners group guidance talked to me --

25 SR. SPECIAL AGENT LUINA: Is that Thacker?

1 MS. WETZEL: Thatcher -- Thacker, bob
2 Thacker.

3 SR. SPECIAL AGENT LUINA: Bob Thacker,
4 yes.

5 MS. WETZEL: -- said, Browns Ferry did not
6 follow this guidance. They don't even -- they're not
7 even familiar with the guidance.

8 SR. SPECIAL AGENT LUINA: Yes.

9 MS. WETZEL: And I was like, Oh, my
10 goodness, we're sending a letter, and it has a 50.9 in
11 it, and I was trying to dig deeper, through different
12 engineers and was not getting anywhere.

13 SR. SPECIAL AGENT LUINA: And then what --
14 then you submitted the letter to be signed by Erin?

15 MS. WETZEL: I told Erin that I was
16 concerned we might be submitting a 50.9. I think Joe
17 signed it. I don't know if Joe or Erin signed it.

18 SR. SPECIAL AGENT LUINA: Uh-huh.

19 MS. WETZEL: And we did change the letter
20 so it had commitments in it to get the information,
21 rather than providing the information that we were
22 supposed to provide in the letter.

23 SR. SPECIAL AGENT LUINA: That's my
24 understanding, too. Okay. From some other people
25 I've interviewed, though, and to include Erin, it's my

1 understanding that maybe it was Erin that identified
2 that the commitments were not in the letter, that
3 Browns Ferry was lacking detail and pushed back for
4 the letter to be redone --

5 MS. WETZEL: No.

6 SR. SPECIAL AGENT LUINA: -- before it
7 went out in December, and then a new letter went out
8 in January. Does that sound familiar to you at all?

9 MS. WETZEL: No. Erin and I went around
10 about this letter, and she did point out that the
11 letter looked different than the others. But I had
12 told her that repeatedly. No.

13 SR. SPECIAL AGENT LUINA: That doesn't
14 sound familiar to you?

15 MS. WETZEL: Huh-uh.

16 SR. SPECIAL AGENT LUINA: That Erin maybe
17 identified the issue with the letter?

18 MS. WETZEL: No, no.

19 SR. SPECIAL AGENT LUINA: No? All right.
20 Let's see. Okay.

21 MS. WETZEL: When it came to her for
22 signature, she identified that it looked different
23 from the others.

24 SR. SPECIAL AGENT LUINA: Uh-huh.

25 MS. WETZEL: But I had told her that.

1 SR. SPECIAL AGENT LUINA: Okay.

2 MS. WETZEL: She knew that I was battling
3 with engineering and Browns Ferry for days on it.

4 SR. SPECIAL AGENT LUINA: What you
5 mentioned to me about, you know, that this issue with
6 Erin, you feeling potential retaliation, I think, from
7 Erin for identifying safety issues as being part of
8 the reason she might want to retaliate against you,
9 because you're independent, respectful but independent
10 kind of thinker, did you bring that -- something up
11 like that to TVA OGC, that you feared retaliation from
12 her at all?

13 MS. WETZEL: Oh, yes. During the Slater
14 interview?

15 SR. SPECIAL AGENT LUINA: Yes.

16 MS. WETZEL: Yes.

17 SR. SPECIAL AGENT LUINA: Similar to what
18 you discussed with me, that you feared retaliation?

19 MS. WETZEL: Well, I feared for my job.

20 SR. SPECIAL AGENT LUINA: You did tell him
21 something like that?

22 MS. WETZEL: Yes. Oh, yes. Yes. And
23 that didn't show up in the report.

24 SR. SPECIAL AGENT LUINA: Yes. Okay.
25 That you feared for your job. Okay. Did Shea, Joe

1 Shea, encourage you to report issues or concerns about
2 Erin Henderson to him? You mentioned something about
3 open-door policy or something like that, I think, at
4 the beginning.

5 MS. WETZEL: He would tell everybody he
6 had an open-door policy, period. So I went and talked
7 to him, and he did not encourage me after that.

8 SR. SPECIAL AGENT LUINA: Is that the only
9 time -- you had that face-to-face with him, and
10 then --

11 MS. WETZEL: Early on, because it was just
12 bad. And then I knew I couldn't talk to Joe about
13 Erin, because it just -- Erin obviously knew what I
14 had told Joe.

15 SR. SPECIAL AGENT LUINA: The vindictive
16 manager part and how he said, Why do you think I would
17 hire a vindictive manager?

18 MS. WETZEL: No. That whatever -- I can't
19 remember the exact concerns I took to Joe, but they
20 were -- when Erin dealt with me, it was obvious that
21 she heard exactly what I told Joe.

22 SR. SPECIAL AGENT LUINA: Also in the May
23 email, when you were listing out different things,
24 people for-cause drug-tested, what are you referring
25 to there?

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1 MS. WETZEL: Okay. That was Michelle
2 Conner --

3 SR. SPECIAL AGENT LUINA: Uh-huh.

4 MS. WETZEL: -- who had very public
5 concerns with Erin, because Michelle feels passionate
6 about safety issues, and she would cry. Michelle
7 would cry. And Michelle told me that Erin tried to
8 have her drug-tested because she was crying.

9 SR. SPECIAL AGENT LUINA: Okay.

10 MS. WETZEL: And Michelle said that, I
11 think, management talked her out of that drug testing.

12 SR. SPECIAL AGENT LUINA: Erin out of it?

13 MS. WETZEL: Yes.

14 SR. SPECIAL AGENT LUINA: Okay.

15 MS. WETZEL: That that wasn't a good idea.

16 SR. SPECIAL AGENT LUINA: Why is that?
17 Oh, that it wasn't a good idea to do that.

18 MS. WETZEL: To drug-test Michelle because
19 she was upset when Erin would yell at her.

20 SR. SPECIAL AGENT LUINA: Oh, okay. I got
21 you. And, yes. You said Erin has used HR to
22 investigate people. What were you referring to there,
23 I guess?

24 MS. WETZEL: Oh, that was definitely Ed --

25 SR. SPECIAL AGENT LUINA: Oh, the Ed

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1 Schroll stuff?

2 MS. WETZEL: -- Ed Schroll, but I think
3 there were other examples. I can't remember what it
4 was. It was McBrearty or she would have HR
5 investigate people. Yes.

6 SR. SPECIAL AGENT LUINA: And reported
7 people to ECP?

8 MS. WETZEL: Yes. She -- well, this was
9 the whole McBrearty issue, I believe. I --

10 SR. SPECIAL AGENT LUINA: Okay.

11 MS. WETZEL: That one I can't think of an
12 example.

13 SR. SPECIAL AGENT LUINA: And then the
14 pulled badging gate records, what is that in reference
15 to?

16 MS. WETZEL: Yes. She did that, I think,
17 for both Michelle and Mike McBrearty. She --

18 SR. SPECIAL AGENT LUINA: What is that --

19 MS. WETZEL: Yes. And her secretary
20 helped her do that, because she -- Mike McBrearty
21 didn't work for her, but she was concerned about his
22 hours and had his -- I believe had his gate records
23 pulled to find out if he was working full hours.

24 SR. SPECIAL AGENT LUINA: Oh.

25 MS. WETZEL: And --

1 SR. SPECIAL AGENT LUINA: Who'd you hear
2 that from?

3 MS. WETZEL: I heard that from Erin's
4 secretary, Willingham, Chris Willingham. Chris would
5 report to Erin whether Mike was on site or not. And
6 Mike didn't even work for her.

7 SR. SPECIAL AGENT LUINA: Yes. He worked
8 for the site vice president. Right?

9 MS. WETZEL: Yes.

10 SR. SPECIAL AGENT LUINA: Technically,
11 yes. Or not technically. Really, yes. So that's
12 what you're meaning there. Okay.

13 MS. WETZEL: Yes.

14 SR. SPECIAL AGENT LUINA: And then
15 probably a lot more actions I'm not aware of. Right?

16 MS. WETZEL: Yes.

17 SR. SPECIAL AGENT LUINA: Okay. Yes,
18 because you had mentioned to me -- so that's what you
19 meant. Okay. So I think in your first interview, we
20 talked about the McBrearty and Conner investigation.

21 MS. WETZEL: Yes.

22 SR. SPECIAL AGENT LUINA: And you didn't
23 know about that until later. Is that correct? You
24 told me that --

25 MS. WETZEL: I didn't know that there was

1 an issue between McBrearty and Conner, and I knew Erin
2 didn't like either of them, but I didn't know she was
3 investigating them for having an inappropriate
4 relationship. And that's what Joe Shea talked about
5 on October 15, about Erin entered a protected activity
6 because she reported the CFAM and a site licensing
7 manager having an inappropriate relationship.

8 And I'm like, what is that about, and I
9 thought, okay, the current CFAM -- I was thinking of
10 the current CFAM was Jim Pollakoski. I thought he was
11 happily married. Who's he having an inappropriate
12 relationship with? It just blew my mind that this
13 protected activity that Erin entered had anything to
14 do with firing me.

15 It just -- the logic, I couldn't
16 comprehend. Then when I left, oh, he was talking
17 about Michelle and Mike. I didn't know that they had
18 an inappropriate relationship, but apparently Erin
19 reported that and called that a protected activity.

20 SR. SPECIAL AGENT LUINA: But you didn't
21 know about that till --

22 MS. WETZEL: Which I don't even think --
23 no.

24 SR. SPECIAL AGENT LUINA: -- until
25 technically when you were being terminated, and then

1 you learned more about it later on.

2 MS. WETZEL: Yes. And I -- yes. I said
3 to Joe, What does that have to do with me; I don't
4 know anything about this. I can laugh about it now,
5 but I was pretty upset.

6 SR. SPECIAL AGENT LUINA: What did he say
7 when you said that?

8 MS. WETZEL: He just repeated his notes
9 that he had written down.

10 SR. SPECIAL AGENT LUINA: Well, I'm sorry
11 to be jumping around on you. But back when you were
12 interviewed by TVA OGC, were you told anything by TVA
13 management about the interview? Like how'd you even
14 know to show up for the interview --

15 MS. WETZEL: No. It was --

16 SR. SPECIAL AGENT LUINA: -- that day?

17 MS. WETZEL: -- very strange, looking back
18 on it. Thirty minutes -- and it came down the row.
19 We sit in cubicles, and I found out -- I don't know --
20 an hour or two before that everyone is being called
21 for an interview.

22 SR. SPECIAL AGENT LUINA: Uh-huh.

23 MS. WETZEL: And I don't know if it was --
24 even if it was mentioned that it was OGC or it was an
25 investigator or some kind of interview. And we had

1 been interviewed by a lot.

2 SR. SPECIAL AGENT LUINA: Yes.

3 MS. WETZEL: And we -- instead of the
4 normal knowing somebody's coming, be available, you're
5 going to be interviewed, it was 30 minutes before the
6 interview, I got a call from Carla, telling me to show
7 up in this meeting room at this time for an interview.
8 So it was not what is it about. It was definitely not
9 giving a heads-up.

10 SR. SPECIAL AGENT LUINA: Or who it's with
11 or --

12 MS. WETZEL: No.

13 SR. SPECIAL AGENT LUINA: You know, this
14 is the interview dealing with --

15 MS. WETZEL: No context.

16 SR. SPECIAL AGENT LUINA: -- XYZ or no
17 email, something like that. Nothing like that.

18 MS. WETZEL: No email. A call 30 minutes
19 before my interview time. So it was very strange.

20 SR. SPECIAL AGENT LUINA: And what did the
21 investigator say when you -- did he -- like how I do,
22 like, hey, I'm Scott Luina; I'm with the NRC; I'm here
23 to talk to you about --

24 MS. WETZEL: I think --

25 SR. SPECIAL AGENT LUINA: -- da-da-da.

1 MS. WETZEL: I think -- I don't remember.
2 In my head, I think he was investigating the
3 atmosphere in licensing.

4 SR. SPECIAL AGENT LUINA: Uh-huh.

5 MS. WETZEL: But I don't even know if he
6 said that or that's what I went in with. Oh, this is
7 the investigation that Mike -- that Joe told Mike
8 McBrearty about.

9 SR. SPECIAL AGENT LUINA: Okay. He said
10 an independent body.

11 MS. WETZEL: Yes.

12 SR. SPECIAL AGENT LUINA: Okay. Oh, yes.
13 The same thing on your email. I think we talked about
14 this already, but just to clarify. Speaking of the
15 independent body reminded me of it. You got the
16 response from Joe in May. Yes, May 14, it looks like.

17 In that last paragraph, he says, "As a
18 separate matter, you raised some very serious
19 assertions against your supervisor, Erin. I have
20 turned these over to further evaluation to an
21 appropriately independent review party." What did he
22 meant by that?

23 MS. WETZEL: I have no idea.

24 SR. SPECIAL AGENT LUINA: No more follow-
25 up on that or anything?

1 MS. WETZEL: No more follow-up on that.
2 I have no idea. I'm -- but that was used to terminate
3 me.

4 SR. SPECIAL AGENT LUINA: Part of this
5 email, you mean, and stuff?

6 MS. WETZEL: Yes. I was terminated
7 because of that email and the -- what I reported to
8 Slater.

9 SR. SPECIAL AGENT LUINA: When you were
10 interviewed by Slater, did he ask, you know, like I'm
11 asking today, Why do you feel that she's vindictive;
12 why do you feel like that she's going to retaliate
13 against you; why are you afraid of her, for your job?
14 Did he ask you for specific information?

15 MS. WETZEL: I -- I think I told him -- I
16 don't remember exactly what he asked. It was -- most
17 of the questions were, What does so and so think about
18 this person, or what does so and so think about that
19 person. And I just shared with him, and I know I
20 said, I'm afraid for my job.

21 SR. SPECIAL AGENT LUINA: Afraid for your
22 job, like you might lose your job.

23 MS. WETZEL: Yes. Every time I've been
24 interviewed by ECP or NRC -- and I'm sure I said it to
25 Slater, I am afraid for my job, because I was, and

1 justifiably -- now, justifiably.

2 SR. SPECIAL AGENT LUINA: So Slater, Shea,
3 ECP, anybody you talked to, you always talked about --

4 MS. WETZEL: Yes.

5 SR. SPECIAL AGENT LUINA: -- being --
6 having a fear --

7 MS. WETZEL: Yes.

8 SR. SPECIAL AGENT LUINA: -- of losing
9 your job.

10 MS. WETZEL: Yes. I'm afraid of losing my
11 job. I carry the insurance, health insurance, for a
12 family of four. I've got two kids in college. I was
13 afraid for my job.

14 SR. SPECIAL AGENT LUINA: All right. We
15 talked about that.

16 MS. WETZEL: Yes. I have no idea where
17 that was written up or how he turned it over to an
18 independent investigator. That's a good question.

19 SR. SPECIAL AGENT LUINA: Yes.

20 MS. WETZEL: Because it was not mentioned
21 in the Slater report.

22 SR. SPECIAL AGENT LUINA: All right.
23 Well, is there anything I haven't asked you about
24 today that you feel is relevant you'd like to bring up
25 today?

1 MS. WETZEL: No.

2 SR. SPECIAL AGENT LUINA: No? That's
3 good. Okay. All right. Well, if there's nothing
4 else, I've got some questions to ask you here at the
5 end.

6 MS. WETZEL: Okay.

7 SR. SPECIAL AGENT LUINA: I need to ask
8 you: Have I or any representative of the NRC
9 threatened you in any manner today?

10 MS. WETZEL: No.

11 SR. SPECIAL AGENT LUINA: Have you been
12 offered any reward or compensation in return for the
13 information that you have provided during this
14 interview?

15 MS. WETZEL: No.

16 SR. SPECIAL AGENT LUINA: Have you
17 provided the information freely and voluntarily?

18 MS. WETZEL: Yes.

19 SR. SPECIAL AGENT LUINA: Is there
20 anything else you'd like to add for the record at this
21 time?

22 MS. WETZEL: No.

23 SR. SPECIAL AGENT LUINA: All right. Are
24 you aware of like a TVA policy that requires you to
25 cooperate with an investigation?

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MS. WETZEL: No.

SR. SPECIAL AGENT LUINA: Not aware of that.

MS. WETZEL: No. Like I thought -- I would think it's the opposite, because whenever OI would come in --

SR. SPECIAL AGENT LUINA: Or OIG?

MS. WETZEL: NRC OI.

SR. SPECIAL AGENT LUINA: Oh. Us.

MS. WETZEL: -- we were told it's voluntary.

SR. SPECIAL AGENT LUINA: Oh, by the TVA --

MS. WETZEL: Yes.

SR. SPECIAL AGENT LUINA: -- staff or management.

MS. WETZEL: Yes.

SR. SPECIAL AGENT LUINA: Okay. Were you told at all when you sat down that the interview was voluntary or -- when you sat down with Slater?

MS. WETZEL: I don't recall.

SR. SPECIAL AGENT LUINA: Okay. Or that, you know, you can tell us the truth or anything like that, like I swear you in and -- anything like that?

MS. WETZEL: I don't -- I'm 90 percent

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sure he did not swear me in.

SR. SPECIAL AGENT LUINA: Okay. Sorry.
We're almost done. Okay. All right.

If there's nothing else, the time is now
1:34 p.m., on November 13, 2019, and this interview is
concluded.

(Whereupon, at 1:34 p.m., the interview in
the above-entitled matter was concluded.)

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
Beth A. Wetzel

Docket Number: 2-2019-015

Location: Signal Mountain, Tennessee

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 as recorded on tape(s) provided by the NRC.



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Exhibit 5

Exhibit 5

2-2019-015

Official Transcript of Proceedings
NUCLEAR REGULATORY COMMISSION

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Title: Interview of Paula C. Willingham

Docket Number: 2-2019-015

Location: Chattanooga, Tennessee

Date: Thursday, November 14, 2019

Work Order No.: NRC-0721

Pages 1-22

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UNITED STATES OF AMERICA

NUCLEAR REGULATORY COMMISSION

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OFFICE OF INVESTIGATIONS

INTERVIEW

-----x

IN THE MATTER OF: :

INTERVIEW OF : OI Case No.

PAULA C. WILLINGHAM : 2-2019-015

(CLOSED) :

-----x

Thursday,

November 14, 2019

TVA

Chattanooga, Tennessee

The above-entitled interview was conducted
at 11:32 a.m.

BEFORE:

Senior Special Agent SCOTT LUINA

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APPEARANCES:

On Behalf of the Interviewee, other individuals
involved in the subject investigation and the
Tennessee Valley Authority:

TIMOTHY J. V. WALSH, ESQ.

Senior Associate

of: Pillsbury Winthrop Shaw Pittman, LLP

2300 N Street, Northwest

Washington, D.C. 20037

(202) 663-8455

1 P-R-O-C-E-E-D-I-N-G-S

2 11:32 a.m.

3 SR. SPECIAL AGENT LUINA: Today's date is
4 November 14, 2019. The time is now 11:32 a.m. This
5 interview is being conducted with Paula Christine
6 Willingham, W-I-L-L-I-N-G-H-A-M. who's currently
7 employed by the Tennessee Valley Authority or the TVA
8 as an executive management assistant.

9 The location of today's interview is also
10 at the TVA's offices located in Chattanooga,
11 Tennessee. And as I explained to you, ma'am, I am
12 Special Agent Scott Luina with the Nuclear Regulatory
13 Commission's Office of Investigations, Region II field
14 office out of Atlanta, Georgia.

15 And also present at your request is Mr.
16 Timothy Walsh, who's an attorney with Pillsbury
17 Winthrop Shaw Pittman. And I'll go over his -- from
18 Washington, D.C., and I'll go over some stuff about
19 his presence here today.

20 But before I do that, I need to remind
21 you, this interview is being recorded. It'll be
22 transcribed at a later date. I need to ask you,
23 ma'am: Are you recording or transmitting this
24 interview right now?

25 MS. WILLINGHAM: No.

1 SR. SPECIAL AGENT LUINA: Okay. Good.
2 You're welcome to take notes in the interview if you
3 want to, or he'll probably take notes for you. But I
4 also need to swear you in. Do you have any objections
5 to being sworn in today?

6 MS. WILLINGHAM: No.

7 SR. SPECIAL AGENT LUINA: Okay. Would you
8 please raise your right hand with me. Do you swear to
9 tell the truth, the whole truth, and nothing but the
10 truth, so help you God?

11 MS. WILLINGHAM: Yes.

12 SR. SPECIAL AGENT LUINA: All right.
13 Thank you, ma'am. Appreciate you doing that. I need
14 to ask you some questions about Mr. Walsh being
15 present. I need to ask you: Is he representing you
16 personally in regard to this investigation?

17 MS. WILLINGHAM: Yes.

18 SR. SPECIAL AGENT LUINA: Do you
19 understand the purpose of his presence here today?

20 MS. WILLINGHAM: Yes.

21 SR. SPECIAL AGENT LUINA: Okay. Do you
22 understand that Mr. Walsh also represents potentially
23 other individuals that are involved in this
24 investigation?

25 MS. WILLINGHAM: Yes.

1 SR. SPECIAL AGENT LUINA: Does your
2 employer require you to have an attorney present when
3 you're interviewed by the NRC's Office of
4 Investigations?

5 MS. WILLINGHAM: No.

6 SR. SPECIAL AGENT LUINA: Were you in any
7 way threatened with an adverse action if you did not
8 request counsel here today?

9 MS. WILLINGHAM: No.

10 SR. SPECIAL AGENT LUINA: Do you
11 understand that you can have a private interview with
12 me at your convenience?

13 MS. WILLINGHAM: Yes.

14 SR. SPECIAL AGENT LUINA: Okay. With that
15 understanding, do you still want Mr. Walsh present as
16 your representative here today?

17 MS. WILLINGHAM: Yes.

18 SR. SPECIAL AGENT LUINA: Will your
19 testimony in this matter be inhibited in any way by
20 Mr. Walsh's presence?

21 MS. WILLINGHAM: No.

22 SR. SPECIAL AGENT LUINA: With the
23 knowledge that Mr. Walsh represents you and
24 potentially other matters -- other individuals
25 concurrently in this matter, if you had knowledge of

1 information which you believed to be adverse to your
2 employer, would you still feel free to provide such
3 information in your testimony here today?

4 MS. WILLINGHAM: Yes.

5 SR. SPECIAL AGENT LUINA: Okay. Any
6 questions about any of that stuff?

7 MS. WILLINGHAM: No.

8 SR. SPECIAL AGENT LUINA: Okay. Good.

9 SR. SPECIAL AGENT LUINA: Mr. Walsh, if
10 you could please explain for the record who you're
11 employed by and your purposes for being at today's
12 interview.

13 MR. WALSH: Yes. My name is Tim Walsh.
14 I'm an attorney with the law firm of Pillsbury
15 Winthrop Shaw Pittman out of Washington, D.C. And my
16 purpose here today is to represent Ms. Willingham in
17 her interview here.

18 And as we just went over, I am also
19 representing other interviews in this matter, and at
20 this time, I do not see any conflict of interest in my
21 multiple representations, but if one were to arise or
22 if I thought one were to arise, I would certainly
23 advise my clients accordingly.

24 SR. SPECIAL AGENT LUINA: Okay. Any
25 questions about that?

1 MS. WILLINGHAM: No.

2 SR. SPECIAL AGENT LUINA: Okay. Good.

3 I've provided you my contact information. Correct?

4 MS. WILLINGHAM: Yes.

5 SR. SPECIAL AGENT LUINA: Okay. So if you
6 do change your mind later on, which you're allowed to
7 do, if you do change your mind, you know you can reach
8 out to me.

9 MS. WILLINGHAM: Yes.

10 SR. SPECIAL AGENT LUINA: About this
11 matter or anything that the NRC investigates or
12 regulates.

13 MS. WILLINGHAM: Yes.

14 SR. SPECIAL AGENT LUINA: Or you can reach
15 out to me through Mr. Walsh, however you're
16 comfortable.

17 MS. WILLINGHAM: Yes.

18 SR. SPECIAL AGENT LUINA: Okay. Good.
19 All right. Ms. Willingham, if you could, kind of
20 explain what your experience is. I guess we've kind
21 of touched on it a little bit before we got on the
22 record. But when did you begin your employment with
23 TVA?

24 MS. WILLINGHAM: My original employment
25 with TVA was February 20 of 1980.

1 SR. SPECIAL AGENT LUINA: Okay. And your
2 current position is what?

3 MS. WILLINGHAM: Executive management
4 assistant I.

5 SR. SPECIAL AGENT LUINA: Okay. And who
6 do you report directly to?

7 MS. WILLINGHAM: David M. Czufin. That's
8 C-Z-U-F-I-N.

9 SR. SPECIAL AGENT LUINA: Okay. Were you
10 ever the executive assistant for or administrative
11 assistant or whatever they would call it for Erin
12 Henderson?

13 MS. WILLINGHAM: No.

14 SR. SPECIAL AGENT LUINA: Oh, you weren't?
15 Okay.

16 MS. WILLINGHAM: My title was not that.
17 It was senior secretary.

18 SR. SPECIAL AGENT LUINA: Senior
19 secretary. Okay. Did you report directly to Erin
20 Henderson at any time?

21 MS. WILLINGHAM: Yes.

22 SR. SPECIAL AGENT LUINA: Okay. What were
23 the dates of that approximately, do you think?

24 MS. WILLINGHAM: I would say it's in the
25 time frame of 2016, around that time.

1 SR. SPECIAL AGENT LUINA: Till --

2 MS. WILLINGHAM: I'm not exactly --

3 SR. SPECIAL AGENT LUINA: That's fine.

4 Till about 2000-when?

5 MS. WILLINGHAM: Until December of 2017.

6 SR. SPECIAL AGENT LUINA: Okay. All

7 right. How would you describe Ms. Henderson to me, I

8 guess, because I'm assuming your contact with her

9 during that time frame was how frequent at work?

10 MS. WILLINGHAM: Oh, daily.

11 SR. SPECIAL AGENT LUINA: Daily. Yes.

12 You'd see her daily. How would you describe her as a

13 supervisor?

14 MS. WILLINGHAM: I think she's an

15 excellent manager, has attention to detail, very

16 thorough in what she does.

17 SR. SPECIAL AGENT LUINA: How about her

18 workplace behavior? How would you describe that?

19 MS. WILLINGHAM: Can you expand on that?

20 SR. SPECIAL AGENT LUINA: Professional,

21 not professional, polite --

22 MS. WILLINGHAM: Very professional. She's

23 always been polite to me. I have -- I've never had

24 any issues with her. She's very good about coaching,

25 accepting feedback.

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1 SR. SPECIAL AGENT LUINA: Okay. Were you
2 ever hesitant to raise up concerns or issues to her?

3 MS. WILLINGHAM: No.

4 SR. SPECIAL AGENT LUINA: Or have a, you
5 know, differing viewpoint than she would have?

6 MS. WILLINGHAM: No. She's very good
7 about listening to what you -- any suggestions or
8 recommendations or anything like that, process
9 improvements that anyone brought to her attention.

10 SR. SPECIAL AGENT LUINA: Okay. All
11 right. And you -- when she worked out here, there was
12 a former TVA employee by the name of Beth Wetzel, W-E-
13 T-Z-E-L.

14 MS. WILLINGHAM: Yes.

15 SR. SPECIAL AGENT LUINA: Okay. Do you
16 recall her?

17 MS. WILLINGHAM: Yes.

18 SR. SPECIAL AGENT LUINA: What was your
19 interaction with her in the workplace? How often --

20 MS. WILLINGHAM: Beth Wetzel was a direct
21 report to Erin Henderson, and as the senior secretary
22 for Erin, I also supported her direct reports as well
23 as anyone that's in her chain of command.

24 SR. SPECIAL AGENT LUINA: Oh, for
25 administrative stuff; I guess, you would support her.

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1 MS. WILLINGHAM: Uh-huh.

2 SR. SPECIAL AGENT LUINA: And, again,
3 interaction with her, was it daily? Weekly? Monthly?

4 MS. WILLINGHAM: Daily.

5 SR. SPECIAL AGENT LUINA: Daily. Okay.
6 And, again, how would you describe her as an employee
7 as far as her work --

8 MS. WILLINGHAM: Beth has a lot of
9 experience in licensing. She is thorough with her
10 work, and I -- you know, very nice, pleasant.

11 SR. SPECIAL AGENT LUINA: How would you
12 describe her behavior and conduct, I guess, in the
13 workplace? Based on what you witnessed and observed,
14 describe her.

15 MS. WILLINGHAM: Professional. There
16 might have been maybe an incident or so where she may
17 have maybe had a negative viewpoint on things, but
18 that's --

19 SR. SPECIAL AGENT LUINA: Would you expand
20 on that at all.

21 MS. WILLINGHAM: A little bit -- there was
22 a little bit of, I think, animosity after Erin came on
23 board as manager. My prior manager before Erin came
24 didn't see that animosity. It was almost like that
25 Erin, on a continuous basis, had to prove that, you

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1 know, that she knew what she was doing in her work.

2 SR. SPECIAL AGENT LUINA: Okay. To Wetzel
3 or to others or to just --

4 MS. WILLINGHAM: It's just the appearance.

5 SR. SPECIAL AGENT LUINA: Okay.
6 Appearance? Any specific examples you can think of
7 that stand out, incidents or anything, or --

8 MS. WILLINGHAM: Yes. It's just the
9 office morale in ops is all. I can't pick out any
10 specific incident.

11 SR. SPECIAL AGENT LUINA: Okay. Do you
12 recall, did Erin Henderson ever ask you to review the
13 time and attendance maybe records of anyone that she
14 was concerned about what their time was?

15 MS. WILLINGHAM: As her assistant, I
16 managed -- well, I helped manage the workplace system
17 which is our time, where we enter our time in payroll.
18 And --

19 MR. WALSH: Any specific person you're
20 asking about?

21 SR. SPECIAL AGENT LUINA: Yes. I was
22 going to see if -- well, do you know of a specific
23 person that she asked you to review their time --

24 MS. WILLINGHAM: No.

25 SR. SPECIAL AGENT LUINA: -- maybe more

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1 closely or to -- that maybe she had concerns about
2 their time they were submitting?

3 MS. WILLINGHAM: No. Now, there's one
4 person that might have been a direct report to her,
5 but it wasn't Beth Wetzel.

6 SR. SPECIAL AGENT LUINA: Who was that?

7 MS. WILLINGHAM: Michelle Conner.

8 SR. SPECIAL AGENT LUINA: Michelle Conner?

9 MS. WILLINGHAM: Yes.

10 SR. SPECIAL AGENT LUINA: Did she ask you
11 to look at her time?

12 MS. WILLINGHAM: Well, I mean, she had --
13 she was out quite a bit.

14 SR. SPECIAL AGENT LUINA: Uh-huh.

15 MS. WILLINGHAM: And so there's a report
16 that can be ran and provided to the manager, on leave
17 that has been taken.

18 SR. SPECIAL AGENT LUINA: Did Erin ask you
19 to look at her time cards or --

20 MS. WILLINGHAM: Well, I mean, I ran a
21 report for her, for who has leave and things like
22 that, for her approval anyway, so when -- when they're
23 going to be absent.

24 SR. SPECIAL AGENT LUINA: I guess my
25 question is: Did Erin ask you specifically to check

1 on a single employee like that?

2 MS. WILLINGHAM: No.

3 SR. SPECIAL AGENT LUINA: Can you pull
4 this person's, because I'm concerned about the time
5 they're inputting or --

6 MS. WILLINGHAM: No.

7 SR. SPECIAL AGENT LUINA: -- anything like
8 that?

9 MS. WILLINGHAM: No.

10 SR. SPECIAL AGENT LUINA: Okay. I'll ask
11 you specifically about one -- maybe it wasn't one of
12 her direct reports, but any of the site licensing
13 managers? Did she say --

14 MS. WILLINGHAM: No. I don't -- no. Erin
15 only had the corporate employees. The site managers
16 were actually reporting to the site.

17 SR. SPECIAL AGENT LUINA: To the site vice
18 president.

19 MS. WILLINGHAM: But, no. I haven't --
20 she has never asked me to pull any records for anyone
21 at the site.

22 SR. SPECIAL AGENT LUINA: Okay. I'll ask
23 you specifically about one particular former site
24 licensing manager named Mike McBrearty.

25 SR. SPECIAL AGENT LUINA: You did?

1 MS. WILLINGHAM: Before I worked for Erin
2 Henderson.

3 SR. SPECIAL AGENT LUINA: That's right,
4 because he was up at -- when he was at corporate?

5 MS. WILLINGHAM: Uh-huh. When he was in
6 corporate.

7 SR. SPECIAL AGENT LUINA: Did Erin
8 Henderson ever ask you specifically to, you know, pull
9 his time records or to verify that he's working the
10 time that he has submitted, the hours he submitted?

11 MS. WILLINGHAM: No.

12 SR. SPECIAL AGENT LUINA: Or did she --
13 you know, were you asked to keep her updated if Mike
14 was on site today or not, or if he's off-site or on-
15 site?

16 MS. WILLINGHAM: No. Never.

17 SR. SPECIAL AGENT LUINA: Specifically the
18 badging records, were you ever asked to --

19 MS. WILLINGHAM: No.

20 SR. SPECIAL AGENT LUINA: -- access those
21 on Mike's access to the site or anything?

22 MS. WILLINGHAM: No.

23 SR. SPECIAL AGENT LUINA: By Erin.

24 MS. WILLINGHAM: No.

25 SR. SPECIAL AGENT LUINA: No. Okay. Is

1 there any reason someone would believe you were asked
2 to do that or would tell me that you were asked to do
3 that?

4 MS. WILLINGHAM: They may -- they could,
5 thinking that because I worked for her, that she may
6 have asked me, but no.

7 SR. SPECIAL AGENT LUINA: Okay. No
8 conversations that occurred or anything like that --

9 MS. WILLINGHAM: No.

10 SR. SPECIAL AGENT LUINA: -- where -- that
11 somebody might have mistaken -- yes. I see what
12 you're saying. Or could have drawn that conclusion
13 for some reason? You can't think of why somebody
14 would think that? Okay.

15 MR. WALSH: Just so we're clear, so I
16 understand as well, too, he's asking: Did Erin
17 Henderson ever ask you to go pull Mike McBrearty's
18 time records or badge records?

19 MS. WILLINGHAM: No.

20 MR. WALSH: No, she did not. Okay.

21 SR. SPECIAL AGENT LUINA: Never asked you
22 to do that.

23 MS. WILLINGHAM: No.

24 SR. SPECIAL AGENT LUINA: Okay. All
25 right. That is it.

1 MS. WILLINGHAM: Okay.

2 MR. WALSH: I would like to ask one
3 question of her.

4 SR. SPECIAL AGENT LUINA: All right.

5 MR. WALSH: And just -- it might be a
6 follow-up. It's based on what we talked about
7 earlier. Were you -- did you process expense reports
8 for Michelle Conner?

9 MS. WILLINGHAM: Yes.

10 MR. WALSH: Do you recall an incident
11 where you were processing an expense report for
12 Michelle Conner that -- involving Mr. McBrearty?

13 MS. WILLINGHAM: Yes.

14 MR. WALSH: And so you discovered this
15 discrepancy --

16 MS. WILLINGHAM: Yes.

17 MR. WALSH: -- as you described it to me.

18 MS. WILLINGHAM: Yes.

19 MR. WALSH: And what did you do with that
20 information?

21 MS. WILLINGHAM: I brought that -- brought
22 it to Erin Henderson's attention.

23 MR. WALSH: Okay. And why -- what was the
24 discrepancy?

25 MS. WILLINGHAM: The discrepancy is that

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1 in the travel voucher, that a rental car was obtained
2 in another employee's name.

3 MR. WALSH: So Michelle --

4 MS. WILLINGHAM: Besides Michelle's.

5 MR. WALSH: So Michelle Conner submitted
6 an expense voucher, but it had another employee's name
7 in there for the rental car receipt. Is that correct?

8 MS. WILLINGHAM: If I recall right -- I
9 mean, it's been a long time -- the expense voucher was
10 paid with a personal card, and then Michelle had
11 requested expense reimbursement.

12 MR. WALSH: And whose personal card was
13 that?

14 MS. WILLINGHAM: If I recall, it was Mike
15 McBrearty's.

16 MR. WALSH: Okay. And you presented this
17 information to Erin.

18 MS. WILLINGHAM: Yes.

19 MR. WALSH: Okay. Anything -- and this
20 was done on your own.

21 MS. WILLINGHAM: Yes. As a delegate for
22 approving expense reports, part of my position is to
23 review to make sure that the receipts and the charges
24 are reconciled, and that they are in accordance with
25 our travel guidelines, and not -- anytime -- another

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1 employee's not to pay for another employee's expenses
2 on our TVA card.

3 But when it's another employee's personal
4 card for one of our -- for someone else's voucher,
5 then there's question there, because it's not that
6 person's information.

7 MR. WALSH: And so you provided that
8 information to Erin.

9 MS. WILLINGHAM: Yes.

10 MR. WALSH: Okay. That's all I had to --

11 SR. SPECIAL AGENT LUINA: When did that
12 happen? When did you provide that?

13 MS. WILLINGHAM: I can't recall. It would
14 have been during the time frame that I worked for
15 Erin. It was a trip to -- seems like it was to
16 Clearwater, Florida, for a conference.

17 SR. SPECIAL AGENT LUINA: But it was
18 during the time you worked for Erin.

19 MS. WILLINGHAM: Yes.

20 SR. SPECIAL AGENT LUINA: Okay. And did
21 you report it as soon as you found it, I guess, doing
22 the review of the vouchers?

23 MS. WILLINGHAM: Well, reviewing the
24 voucher, I did report it to Erin. Yes.

25 SR. SPECIAL AGENT LUINA: Okay. It wasn't

1 weeks later or months later --

2 MS. WILLINGHAM: No, no.

3 SR. SPECIAL AGENT LUINA: -- or anything
4 like that. It was like --

5 MS. WILLINGHAM: And I can't say that the
6 information was submitted to -- in ERS within that
7 time. I just -- I can just say that when it came to
8 Erin, then it was reviewed.

9 SR. SPECIAL AGENT LUINA: Okay. All
10 right. Is there anything else that I haven't asked
11 you about that you feels is relevant to this
12 investigation you'd like to bring up?

13 MS. WILLINGHAM: No. Maybe the morale
14 between employee is a little bit different when Mike
15 McBrearty was in charge.

16 SR. SPECIAL AGENT LUINA: Okay. Do you
17 want to expand on that. What do you mean by that?

18 MS. WILLINGHAM: Well, just when -- like
19 I said, when Erin -- as Erin being manager,
20 everything -- it was -- some of the people that
21 applied on the job, but she was selected instead of
22 them, and Beth Wetzel was one of them, I believe. And
23 so I think that has, you know, had a lot to do with
24 morale and things in the office.

25 SR. SPECIAL AGENT LUINA: Okay. All

1 right. Anything else?

2 MS. WILLINGHAM: (No audible response.)

3 SR. SPECIAL AGENT LUINA: Okay. All
4 right. If there's nothing else, I need to ask you:
5 Have I or any other representative of the NRC
6 threatened you in any manner today?

7 MS. WILLINGHAM: No.

8 SR. SPECIAL AGENT LUINA: Have you been
9 offered any reward or compensation in return for the
10 information that you have provided during this
11 interview?

12 MS. WILLINGHAM: No.

13 SR. SPECIAL AGENT LUINA: Have you
14 provided the information freely and voluntarily?

15 MS. WILLINGHAM: Yes.

16 SR. SPECIAL AGENT LUINA: And you get one
17 last time. Is there anything else you want to add for
18 the record at this time?

19 MS. WILLINGHAM: No. Not that I can
20 recall.

21 SR. SPECIAL AGENT LUINA: If you think of
22 anything, you've got my card or you can reach out
23 through Mr. Walsh, and he knows how to get a hold of
24 me as well.

25 But if nothing else, the time is now 11:48

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a.m., and this interview is concluded.

(Whereupon, at 11:48 a.m., the interview
in the above-entitled matter was concluded.)

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
Paula C. Willingham

Docket Number: 2-2019-015

Location: Chattanooga, Tennessee

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 as recorded on tape(s) provided by the NRC.



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Exhibit 6

Exhibit 6

2-2019-015

TENNESSE VALLEY AUTHORITY

EMPLOYEE INVESTIGATION

INVESTIGATION INITIAL REPORT- June 17, 2016

Allegation

Mike McBrearty and Michelle Conner are involved in a personal relationship outside of work that may impact the work environment and possibility of impropriety and conflict of interest due to her serving in an oversight role with direct responsibility for the site Licensing function

Investigation Approach

List of individuals to be interviewed:

- Erin Henderson, Sr Mgr Fleet Regulatory Ops
- Mike McBrearty, Manager Licensing (SQN)
- Michelle Conner, CFAM Corporate Licensing .

Information Reviewed

- Gate Records for Mike McBrearty
- Gate Records for Michelle Conner

Evidence Analysis

Through interviews, both individuals involved were very forthcoming and cooperative. They both stated that they are very close friends outside of work but they feel the relationship is not inappropriate and does not interfere with their ability to perform their work functions in a professional manner.

Other Considerations

From the initial allegation date- there was a large gap in timing to closure of this issue. This could have resulted in additional time for the two of them to collaborate on stories
The two individuals were inappropriately made aware that their gate records were pulled so there was a heightened level of sensitivity during this investigation

Non-Retaliation – Steps taken

All individuals were told that their comments would for the most part be kept confidential, and they should not fear retaliation for what they bring forth in the discussion. This will be reiterated after the investigation is closed and debriefed.

Recommendation

Consult with Ethics Officer to discuss perception of impropriety and what actions can be taken

Management review the situation to assess whether or not they believe that Michelle can still perform in the role and maintain independence

Relevant Ethical information to consider

- Standards of Ethical Conduct
 - 5 C.F.R. §2635.501 et seq.: An employee who is concerned that circumstances would raise a question regarding his impartiality in a particular matter should seek guidance from his supervisor or an agency ethics official. Management may then apply the “appearance of impropriety” test to assess if a reasonable person, apprised of all the relevant facts, would perceive an impropriety may exist as to the situation in question.
- TVA Code of Ethics
 - Guiding Principle #8: Employees shall act impartially and not give preferential treatment to any private organization or individual.
 - Guiding Principle #14: Employees shall endeavor to avoid any actions creating the appearance that they are violating the law or ethical standards.
- TVA Code of Conduct
 - Page 3
 - We are honest, fair, and trustworthy in all our TVA activities and relationships.
 - Through leadership at all levels, we sustain a culture in which ethical conduct is expected, valued, and exemplified by all employees.
 - Page 5
 - TVA management will exhibit the highest standards of ethical conduct at all times and avoid behavior that could reasonably be perceived as improper.
 - TVA management will act impartially and avoid situations in which an employee or contractor within their scope of supervision or oversight

reasonably could be perceived as receiving an unfair advantage, such as because of a romantic, financial, or other personal relationship.

- Page 15: Employees may not, at any time during or after employment with TVA, disclose, use, or aid third parties in obtaining or using any confidential or proprietary information except that which is required to perform duties assigned by TVA.

Conclusion

It is apparent that the parties have a very close personal relationship but it is not clear as to whether the personal relationship is inappropriate or creates a conflict of interest. However, if the perception is that it interferes, management needs to take appropriate action to address the concerns.

The reason for this interview today is to gain further understanding of a concern XXXX. We are a neutral party whose intent is to gather all the facts so concerns can be addressed. We will be taking your statement and we will be asking questions concerning the issue we are investigating.

Please remember this is part of a formal investigation and you are expected to maintain confidentiality associated with this discussion. Do not discuss with any other person including coworkers as this could potentially be viewed as retaliation or harassment. As a reminder, all employees have the opportunity to raise concerns without fear of retaliation. If you feel you have been retaliated against, you have numerous avenues to raise concerns. Before I start asking any questions, I want to remind you to that it is important that you provide complete detailed information that you are aware of during this investigation.

We will keep what you have said confidential to the extent that we are able, but that we will have to disclose details as necessary to actually investigate. If the matter results in litigation, TVA may be compelled to disclose, to the complainant, accuser/accused, a fact-finder, the names of those involved and the details of what information has been provided.

It is important for you to be clear and transparent in answering the questions we will ask you.