

**From:** JSheaIA-Hearing Resource  
**Sent:** Saturday, February 13, 2021 7:17 PM  
**To:** JSheaIA-HearingNPEm Resource  
**Subject:** Call with Henderson short version  
**Attachments:** Call with Henderson short version.docx

**Hearing Identifier:** JShea\_IA\_NonPublic  
**Email Number:** 1153

**Mail Envelope Properties** (9a573f41ab86420aac7b8a73656a0160)

**Subject:** Call with Henderson short version  
**Sent Date:** 2/13/2021 7:17:28 PM  
**Received Date:** 2/13/2021 7:17:29 PM  
**From:** JShealA-Hearing Resource

**Created By:** JShealA-Hearing.Resource@nrc.gov

**Recipients:**  
"JShealA-HearingNPEm Resource" <JShealA-HearingNPEm.Resource@nrc.gov>  
Tracking Status: None

**Post Office:** HQPWMSMRS02.nrc.gov

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MESSAGE	3	2/13/2021 7:17:29 PM
Call with Henderson short version.docx	28863	

**Options**  
**Priority:** Normal  
**Return Notification:** No  
**Reply Requested:** No  
**Sensitivity:** Normal  
**Expiration Date:**

**Skype with Henderson**  
**August 24, 2020 (TIME)**

Ms. Henderson, we wanted to have this call today to provide you with the decision the NRC has reached on the discrimination cases.

I will read to you a portion of the letter you will receive, which will become publicly available today or tomorrow:

This letter refers to two investigations completed on October 3, 2019, and January 21, 2020, by the U.S. NRC Office of Investigations concerning your activities at TVA. The purpose of these NRC OI investigations was to determine whether two former employees were the subject of employment discrimination in violation of 10 CFR 50.7, "Employee Protection." On June 23, 2020, a remote predecisional enforcement conference was conducted with you to discuss the apparent violation, the significance, the root causes, and your corrective actions.

Based on the information developed during the investigations, statements at the PEC, exhibits, and supplemental information, the NRC determined that a violation of 10 CFR 50.5, "Deliberate Misconduct," occurred. This violation is cited in a Notice of Violation and has been categorized in accordance with the NRC Enforcement Policy at Severity Level II.

In determining the appropriate sanction to be issued in this case, the NRC considered issuing an Order prohibiting your involvement in NRC-licensed activities as a result of your actions. However, because you were not the decisionmaker that placed the former employees on paid administrative leave or terminated the former corporate employee, I have decided to issue a Notice of Violation.

You are required to respond to the letter and should follow the instructions specified in the Notice when preparing your response.

I will send you an electronic version of the letter later today.

Do you have any questions at this time?

Thank you.