

**From:** JSheaIA-Hearing Resource  
**Sent:** Tuesday, February 16, 2021 5:21 PM  
**To:** JSheaIA-HearingNPEm Resource  
**Subject:** RE: my file of Qs  
**Attachments:** RE my file of Qs.pdf

**Hearing Identifier:** JShea\_IA\_NonPublic  
**Email Number:** 1292

**Mail Envelope Properties** (c33e54db94484dca9f2a64cf869d82a2)

**Subject:** RE: my file of Qs  
**Sent Date:** 2/16/2021 5:21:27 PM  
**Received Date:** 2/16/2021 5:21:27 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

<b>Files</b>	<b>Size</b>	<b>Date &amp; Time</b>
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RE my file of Qs.pdf	159122	

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

**From:** Gifford, Ian  
**Sent:** Monday, June 15, 2020 1:57 PM  
**To:** Thompson, Catherine  
**Cc:** Solorio, Dave  
**Subject:** RE: my file of Qs  
**Attachments:** Questions for June Manager PECs.docx

Hi Kitty,

Attached are my notes added to Dave's.

Thanks,  
Ian

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**From:** Solorio, Dave <Dave.Solorio@nrc.gov>  
**Sent:** Monday, June 15, 2020 12:39 PM  
**To:** Gifford, Ian <Ian.Gifford@nrc.gov>; Thompson, Catherine <Catherine.Thompson@nrc.gov>  
**Subject:** my file of Qs

**Hearing Identifier:** JShea\_IA\_NonPublic  
**Email Number:** 1216

**Mail Envelope Properties** (BL0PR0901MB296168FCB022FC29C105464CEA9C0)

**Subject:** RE: my file of Qs  
**Sent Date:** 6/15/2020 1:56:56 PM  
**Received Date:** 6/15/2020 1:57:00 PM  
**From:** Gifford, Ian

**Created By:** Ian.Gifford@nrc.gov

**Recipients:**

"Solorio, Dave" <Dave.Solorio@nrc.gov>  
Tracking Status: None  
"Thompson, Catherine" <Catherine.Thompson@nrc.gov>  
Tracking Status: None

**Post Office:** BL0PR0901MB2961.namprd09.prod.outlook.com

<b>Files</b>	<b>Size</b>	<b>Date &amp; Time</b>
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Questions for June Manager PECs.docx		22442

**Options**

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

## Questions for PECs

### **Henderson**

1. How did this impact the rest of the site staff where the event occurred?
2. What did she think was going to happen when she filed the complaint against the individuals?
3. What objective did she expect to get for filing the complaint against the individuals?
4. Has she ever filed a complaint like this before?
5. What has she learned since filing the complaint?
6. Did she consult with anyone (e.g., Shay) when deciding to file the complaint?
7. Did she have any further follow-up after she filed her complaints? Why did Shea take over Wetzel's disciplinary action?

1. How did this impact the rest of the site staff where the event occurred?
2. Why did you direct that references to protected activities be removed from the investigation report?
3. Why did you keep McBrearty on paid leave for such an extended period? What additional information were you looking for?
4. What is the typical amount of time to put people on paid leave while looking into an allegation of improper behavior or investigating a complaint?
5. What specific action justified extended paid leave for McBrearty?
6. Who directed OGC investigators to not question Connor?
7. Did anyone else direct him to take action against the CI?

### **Shea**

1. How did this impact the rest of the site staff where the event occurred?
2. Is he a direct report to Czufin? If so, did he consult Czufin before taking actions?
3. Did you recommend Henderson file the report? If not, did she seek your advice?
4. After receiving the OGC report, which didn't mention Wetzel, who decided that action needed to be taken against Wetzel? Why just request additional OGC investigation into Wetzel and not the others in the complaint filed by Henderson?
5. What were his initial thoughts regarding Henderson's harassment complaint?
6. Was he concerned that the complaint referenced protected activities?