

# **EXHIBIT 12**

UNITED STATES OF AMERICA  
NUCLEAR REGULATORY COMMISSION

+ + + + +

OFFICE OF INVESTIGATIONS

INTERVIEW

-----X

IN THE MATTER OF: :

INTERVIEW OF : OI Case No.

(b)(7)(C)

: 4-2011-059

(CLOSED) :

-----X

Wednesday, October 26, 2011

(b)(7)(C)

The above-entitled interview was conducted  
at 1:40 p.m.

BEFORE:

(b)(7)(C)

Information in this record was deleted  
in accordance with the Freedom of Information  
Act, exemptions (b)(7)(C)  
FOIA-2012-002328

25

4 - 2011 - 059 :

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EXHIBIT 12  
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A19

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

1:40 p.m.

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(b)(7)(C)

We're on the

record and this is an interview of

(b)(7)(C)

Today's date is October 26th, 2011. It is approximately 1:40 p.m.

The location of this interview is in the

(b)(7)(C)

(b)(7)(C)

Present at this interview are Special Agent

(b)(7)(C)

and

(b)(7)(C)

This investigation involves an allegation

of discrimination against the

(b)(7)(C)

for reporting nuclear safety concerns to the NRC as recorded under OI Case Number 4-2011-059.

(b)(7)(C)

as I explained, the NRC OI protocol includes a swearing in of the witnesses. Do

you have any objection to being sworn in this afternoon?

(b)(7)(C)

No I don't.

(b)(7)(C)

Can you raise

your right hand, please? Do you swear that the information that you're about to give is the truth, the whole truth, and nothing but the truth, so help you God?

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(b)(7)(C)

I do.

(b)(7)(C)

Thank you. Sir,

can you give for the record your full name, please?

(b)(7)(C)

(b)(7)(C)

And what's your

middle name, sir?

(b)(7)(C)

(b)(7)(C)

Okay. And what's

your current position, sir?

(b)(7)(C)

I'm a

(b)(7)(C)

(b)(7)(C)

(b)(7)(C)

(b)(7)(C)

is your employer?

(b)(7)(C)

Yes.

(b)(7)(C)

Where are they

based out of, by the way?

(b)(7)(C)

(b)(7)(C)

(b)(7)(C)

Okay. And you're

working as a

(b)(7)(C)

(b)(7)(C)

right?

(b)(7)(C)

Right. I am supporting the

(b)(7)(C)

at the

(b)(7)(C)

(b)(7)(C)

(b)(7)(C)

And do you have

any other experience in the nuclear industry?

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(b)(7)(C)

I have significant experience in the nuclear industry having worked at San Onofre as the (b)(7)(C) for Southern California Edison. And prior to that I worked at a consulting firm, (b)(7)(C)

(b)(7)(C)

(b)(7)(C)

Okay.

(b)(7)(C)

This was all for (b)(7)(C)

(b)(7)(C)

as well.

(b)(7)(C)

When you were

working at SONGS how long were you the

(b)(7)(C)

(b)(7)(C)

(b)(7)(C)

I started there, let's see,

from

(b)(7)(C)

(b)(7)(C)

And how long did

you work at SONGS in total?

(b)(7)(C)

That was, the total period of

time was at SONGS.

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(b)(7)(C)

Okay. Can you

give me a brief description of your position as the

(b)(7)(C)

(b)(7)(C)

Yes. I was responsible for

the (b)(7)(C)

as well as

the (b)(7)(C)

(b)(7)(C)

(b)(7)(C)

Did you have any

responsibilities as far as Human Resources was concerned?

(b)(7)(C)

I was not, I mean, I had

staff. I had (b)(7)(C) employees. But I was not, I'm not an HR person.

(b)(7)(C)

Okay. I was just

curious.

(b)(7)(C)

Yes. I was a manager and I

had staff working for me.

(b)(7)(C)

All right. Any

military experience?

(b)(7)(C)

No.

(b)(7)(C)

All right. When

we were talking off the record I was explaining how my investigation was focused on some allegations that

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1 (b)(7)(C) made to the NRC.  
 2 (b)(7)(C) had stated that he was  
 3 discriminated against by management of SONGS because  
 4 he was engaged in protected activities there. Did you  
 5 have any daily interactions with (b)(7)(C) when he was  
 6 employed there?

7 (b)(7)(C) I used to exchange greetings.  
 8 And I had (b)(7)(C) for, you know, as part of  
 9 the (b)(7)(C) him. And I saw him  
 10 because he worked in the same area. And was asking  
 11 how he was acclimating and how he liked the job.

12 And so I did have an opportunity to  
 13 interact with him more in a social nature. Not in  
 14 terms of looking at his work or anything of that  
 15 nature.

16 (b)(7)(C) I think when he  
 17 hired, at least for the (b)(7)(C) at SONGS, this was  
 18 in (b)(7)(C) if my memory serves me correct, right?

19 (b)(7)(C) That's correct.  
 20 (b)(7)(C) He was (b)(7)(C)

21 (b)(7)(C)  
 22 (b)(7)(C) That 's correct.  
 23 (b)(7)(C) (b)(7)(C)

24 (b)(7)(C) All right. And who else was on the  
 25 (b)(7)(C) Do you remember?

1 (b)(7)(C) Well, I know it was (b)(7)(C)  
2 (b)(7)(C)  
3 (b)(7)(C) and myself and (b)(7)(C)  
4 (b)(7)(C) And we did the rating of (b)(7)(C) during his  
5 interview.

6 (b)(7)(C) Okay. How did  
7 you get involved with (b)(7)(C) It's my understanding  
8 that, we're skipping ahead a little bit here. But on  
9 the day that he was terminated you were present in the  
10 office with (b)(7)(C) when he was notified that he was  
11 being terminated?

12 (b)(7)(C) Yes.

13 (b)(7)(C) How did you get  
14 involved in that?

15 (b)(7)(C) worked (b)(7)(C) to  
16 me in the office area. And she had informed me about  
17 difficulties she was having with him. And  
18 consequently she was a bit concerned about giving him  
19 the news that he was terminated. Because this was  
20 not, you know, this was going to be on the spot  
21 termination.

22 And was advised that she should have  
23 another member, another management team member present  
24 to participate in this termination process just in  
25 case there were allegations, statements, or it got

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unpleasant. And I said (b)(7)(C)

(b)(7)(C)

(b)(7)(C) When was the first time that (b)(7)(C) had any conversations with you about (b)(7)(C) and anything related to his work performance?

(b)(7)(C) It was probably three months prior to the terminations. She had informed me that she was very frustrated with him. That he appeared to have some sort of attitude and didn't want to cooperate. And that she had received a lot of complaints from other staff that worked for him, that he was very difficult.

He was not, he was a difficult supervisor and he didn't handle staff well. And that he had made the statements that she didn't, he didn't do well because he wasn't a woman. She only liked women and not men supervisors and that. So she informed me that he made a statement like that.

(b)(7)(C) Did she just volunteer this information?

(b)(7)(C) Yes.

(b)(7)(C) Or did this come

1 up in some other context?

2 (b)(7)(C) She was frustrated and was  
3 venting to me, as she did a lot of times. Because I  
4 had a lot of management experience and I've also hired  
5 and fired staff. And she looked at me as someone who  
6 had a lot of experience outside of the utility. And  
7 I could handle and give her advice on kind of how to  
8 deal with, you know, these kind of situations.

9 She vented and said she was having a lot  
10 of challenges with him. And he seemed to be, you  
11 know, trying to butt heads with her and it was getting  
12 very unpleasant. So that's how I came to learn that  
13 she was having some difficulties with him.

14 (b)(7)(C) was  
15 fired (b)(7)(C) is that correct? Do you remember?

16 (b)(7)(C) You know, I don't remember  
17 the date. It's probably, if memory serves me  
18 correctly, it might have been (b)(7)(C)

19 (b)(7)(C) Okay. So would  
20 you say that about three months prior, (b)(7)(C) came  
21 to you and gave this information about (b)(7)(C) This  
22 would have been maybe (b)(7)(C)

23 (b)(7)(C) I'm thinking around (b)(7)(C) is  
24 when things were starting to surface. Because he was  
25 hired and, you know, he was hired in and then things

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1 just started demonstrating that he was going to be a  
2 problematic employee.

3 [REDACTED] Okay. So we're  
4 in, on or about the [REDACTED] time frame. Other  
5 than the fact that you [REDACTED] for his  
6 position, and that you might have exchanged  
7 pleasantries with him in the hallways, did you have  
8 any other interaction with him around that time?

9 [REDACTED] I did not socialize with him.  
10 I only talked to him at work where he would, you know,  
11 tell me he was frustrated or whatever. But that's  
12 about it.

13 [REDACTED] Between the  
14 [REDACTED] time frame and the time that [REDACTED]  
15 was terminated, do you recall any other conversations  
16 with [REDACTED] about [REDACTED]

17 [REDACTED] She told me that she had met  
18 with HR and also with, I guess, another representative  
19 of HR that was going to help her on dealing with  
20 progressive discipline. And I don't remember the  
21 person's name at this point.

22 But that she would probably have to start  
23 documenting all actions and keeping a log of the  
24 interactions with [REDACTED] because it was starting to  
25 deteriorate. And, you know, she was putting him on

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1 probation and giving him tasks to do.

2 And he didn't appear to want to perform  
3 and meet those probationary requirements. So I said  
4 well, keep a good tab on that kind of stuff. Because,  
5 you know, when people are in that role it's very  
6 difficult with them.

7 [REDACTED] Was he under  
8 probation as far as you know? I mean, let me ask you  
9 this? From what you recall at SONGS, are new  
10 employees placed under probationary period?

11 [REDACTED] Well, all employees, I  
12 believe, that are hired into a management role are  
13 hired as at-will employees. Whether, you know, they  
14 can be terminated for any reason or no reason at all.  
15 At will or not at will for the convenience of the  
16 company or not.

17 Likewise, the employee has the right to  
18 walk out as well without a two week notification. So  
19 that is a provision of hiring. So there isn't a  
20 probationary period, depending on the level. And I  
21 can't be certain that he didn't have a probationary  
22 period.

23 But clearly within the [REDACTED] he was  
24 working there, things were starting to surface that  
25 indicated that this was not a good match where he was.

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1 And working for (b)(7)(C) was not working well.

2 (b)(7)(C) Now I understand  
3 that you're on the periphery as far as (b)(7)(C) is  
4 concerned. And you may or may not know the answer to  
5 this question. But to your knowledge was (b)(7)(C)  
6 placed on a (b)(7)(C)

7 (b)(7)(C) There was discussion that he  
8 was going to go that direction. But I can not  
9 ascertain whether or not he physically had sat down  
10 for a (b)(7)(C). I believe there was plans to put him under  
11 there. But I don't really know, because I wasn't  
12 directly involved, that he was under the (b)(7)(C)

13 (b)(7)(C)

14 I believe he could have been because I  
15 think we gave him specific requirements that he had to  
16 do to measure up. You know, I'm about 80 percent sure  
17 that he was. But I can't, you know, absolutely  
18 confirm because he wasn't my employee. But I believe  
19 he was.

20 (b)(7)(C) Okay. Is it  
21 uncommon for someone at SONGS to be terminated without  
22 even going the route of the (b)(7)(C)

23 (b)(7)(C) Have you ever heard of that happening?

24 (b)(7)(C) Yes.

25 (b)(7)(C) It has happened

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1 before?

2 (b)(7)(C) Yes.

3 (b)(7)(C) Because I've  
4 heard from, well, (b)(7)(C) in this case. He said,  
5 well, they didn't even bother giving me a (b)(7)(C)

6 (b)(7)(C). They just went all the way and just  
7 terminated me without giving me much of a chance. And  
8 I was wondering if that was a common occurrence or if  
9 he --

10 (b)(7)(C) Well, unfortunately, it has  
11 been a common occurrence at the plant. There was a

12 (b)(7)(C) I  
13 believe my (b)(7)(C) (b)(7)(C)

14 And well, they told me that (b)(7)(C)

15 (b)(7)(C)

16 (b)(7)(C) not safety concerns so it doesn't have an NRC  
17 thing. So I said, well, this is not a palatable  
18 environment if I can't do the job, so I'd like to

19 (b)(7)(C)

20 And they said sure and they gave me a, you  
21 know, I was treated a little differently. I wasn't  
22 terminated. (b)(7)(C) But  
23 it had changed the environment directly when they  
24 brought in the new management team.

25 (b)(7)(C) Okay. Who was

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1 that team led by? Do you remember?

2 (b)(7)(C) Well, it was, prior to (b)(7)(C)

3 (b)(7)(C) well, when they terminated, not terminated,  
4 when they announced the resignation of the CEO of  
5 Southern California Edison things started changing.

6 They brought (b)(7)(C) in. Well, and who was the

7 (b)(7)(C) the (b)(7)(C)

8 (b)(7)(C) Would that be (b)(7)(C)

9 (b)(7)(C)

10 (b)(7)(C)

11 yes. Because I'm linked in with him at (inaudible),

12 I couldn't remember his name. After (b)(7)(C)

13 I guess it was obvious that he was asked to consider  
14 stepping down, as the term was used. So he stepped  
15 down.

16 Then they had an interim there, who was a  
17 member of the Board for Safety Review. I have his  
18 name in here, I can look it up. And then they brought  
19 in (b)(7)(C) In the meantime they brought in

20 (b)(7)(C) And then they had the plant manager who  
21 was a very challenging type of individual.

22 (b)(7)(C) Who would that  
23 be? Do you remember?

24 (b)(7)(C) I just drew a blank. It's

25 starts with (b)(7)(C) I'll come back to him.

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1 [redacted] (b)(7)(C) Was it [redacted] (b)(7)(C)  
2 (phonetic)?

3 [redacted] (b)(7)(C) Well, [redacted] (b)(7)(C) also had his  
4 moments when he got mad and resigned.

5 [redacted] (b)(7)(C) Okay.  
6 [redacted] (b)(7)(C) He worked for the [redacted] (b)(7)(C)

7 [redacted] (b)(7)(C) now the [redacted] (b)(7)(C) (Inaudible)  
8 from [redacted] (b)(7)(C)

9 [redacted] (b)(7)(C) Oh, okay. [redacted] (b)(7)(C)  
10 [redacted] (b)(7)(C)

11 [redacted] (b)(7)(C) that's  
12 it. Okay.

13 [redacted] (b)(7)(C) All right.  
14 [redacted] (b)(7)(C) He's a very tough guy. Then

15 they brought in [redacted] (b)(7)(C) who was also a very strong,  
16 so they brought in new management that were less  
17 employee oriented, more let's get the plant fixed up,  
18 which probably was some of the shake up they needed.  
19 But it certainly caused some changes in morale at the  
20 plant.

21 [redacted] (b)(7)(C) Okay. Do you  
22 remember any other conversations you had with [redacted] (b)(7)(C)

23 [redacted] (b)(7)(C) about [redacted] (b)(7)(C)  
24 [redacted] (b)(7)(C) All that was indicated to me

25 is that she said that she is spending more time on

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1 dealing with him, his discipline, his being  
2 recalcitrant, his talking back and saying, hey listen,  
3 you know, I don't know what you want from me. You  
4 don't like me because I'm a male. And it was just  
5 more of this type of thing.

6 And she would just keep detailed logs of  
7 conversations she's had, and what he said today. And  
8 she was typing it all up, and writing it, and keeping  
9 a detailed log book.

10 And she said, this is so difficult because  
11 I have no time to do my other work. It's taking so  
12 much time for me. So that's the only conversation  
13 where she let me know that there was tremendous  
14 frustration with dealing with him. And it became very  
15 bad blood there.

16 [REDACTED] All right. Do  
17 you remember any conversations you had with anyone  
18 else at the plant regarding [REDACTED]

19 [REDACTED] I did not discuss [REDACTED]  
20 with other people. I didn't, you know, he was not at  
21 the [REDACTED] that I was dealing with,  
22 where his name would come up and stuff like that.

23 So I didn't really hear routine kind of  
24 things. He was dealing more with the [REDACTED]  
25 and things like that. So that, you know, it was

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1 probably not as much focus on him.

2 [REDACTED] (b)(7)(C) You didn't hear  
3 any other complaints about him from other people?

4 [REDACTED] (b)(7)(C) There were some people that  
5 said, that were in [REDACTED] (b)(7)(C) organization that, you know,  
6 there was some scuttlebutt and some hull talk that  
7 [REDACTED] (b)(7)(C) was, you know, he was a really difficult guy to  
8 work with. He was hard to get along with.

9 [REDACTED] (b)(7)(C) Was that his  
10 reputation pretty much, from what you could tell?

11 [REDACTED] (b)(7)(C) Well, given the people who  
12 were, I think because [REDACTED] (b)(7)(C) had a very difficult  
13 relationship with [REDACTED] (b)(7)(C) it soured his ability to work  
14 with his own staff. And his own staff had worked with  
15 [REDACTED] (b)(7)(C) for years. So because of that, I think it was a  
16 difficult relationship.

17 If he wanted to get tough with them or he  
18 wanted to follow certain things, I think it would have  
19 been difficult in the sense they would complain to [REDACTED] (b)(7)(C)  
20 and to other managers who worked for [REDACTED] (b)(7)(C) And it was  
21 just difficult for him to work in that situation.

22 [REDACTED] (b)(7)(C) Do you remember  
23 any people specifically complaining about him and how  
24 hard it was to work with him?

25 [REDACTED] (b)(7)(C) No. I don't have the, they

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1 were more clerical, and I did not have, they were not  
2 in my realm --

3 [REDACTED] (b)(7)(C) Right.

4 [REDACTED] (b)(7)(C) -- of discussions with my, in  
5 the areas that I interfaced with people. So I would  
6 not have routinely worked with some of the clerical  
7 staff.

8 [REDACTED] (b)(7)(C) But you remember  
9 them saying something to the effect that [REDACTED] (b)(7)(C) was  
10 hard to get along with and hard to work with?

11 [REDACTED] (b)(7)(C) Yes.

12 [REDACTED] (b)(7)(C) About how many  
13 times did you hear that?

14 [REDACTED] (b)(7)(C) Maybe three, four.

15 [REDACTED] (b)(7)(C) Okay.

16 [REDACTED] (b)(7)(C) But I heard the most detail  
17 from [REDACTED] (b)(7)(C) She used to vent that just so, just eating  
18 her the whole time to do this kind of stuff. And then  
19 she read me some of the stuff that, you know, that she  
20 had to deal with. And I said, well, just keep good  
21 logs, and don't say anything. Just try to work with  
22 him and be professional.

23 [REDACTED] (b)(7)(C) I haven't met [REDACTED] (b)(7)(C).  
24 [REDACTED] (b)(7)(C) yet. But, you know, how is she as an individual  
25 to work for? You know, everyone has a reputation of

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1 being some sort of boss.

2 (b)(7)(C) Yes.

3 (b)(7)(C) Whether good, bad  
4 or indifferent.

5 (b)(7)(C) Well, I think you'll probably  
6 hear the gamut about (b)(7)(C) She's a long time employee  
7 there. She's been with San Onofre and Southern  
8 California Edison for many years, has moved up the  
9 ranks. She probably has over (b)(7)(C) in there.

10 And she moved up from working in (b)(7)(C)  
11 to where she is now. And she's very much, very  
12 company oriented. And so consequently she, you know,  
13 doesn't take a lot of, she'll take matters of  
14 discipline into her hands that need to be done. And  
15 put people on disciplinary measures if necessary.

16 I don't think (b)(7)(C) is the only person that  
17 got up there. If, in fact, I don't know, even like I  
18 said, don't know for sure, but I believe it was going  
19 in that direction. She had others who were on PIPs.  
20 And then there are others.

21 I was talking to a (b)(7)(C), I  
22 don't remember. She's a (b)(7)(C)  
23 and I really won't remember her name, who thinks (b)(7)(C)  
24 you know, is the greatest thing since sliced bread.  
25 So there are some managers that think she's such a

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1 wonderful person and a wonderful manager.

2 Then there are others who will disparage  
3 that her capabilities, and very difficult, and she  
4 doesn't interface with (inaudible) on the staff and  
5 has a dysfunctional organization.

6 (b)(7)(C) What do you  
7 recall from the day that (b)(7)(C) was terminated? You  
8 sat in.

9 (b)(7)(C) Yes.  
10 (b)(7)(C) (b)(7)(C)  
11 informed him that he was terminated.

12 (b)(7)(C) Yes.  
13 (b)(7)(C) Anything else  
14 occur? Was --

15 (b)(7)(C) No. She said, it's  
16 unfortunate but today, you know, we're terminating  
17 your employment. You just haven't fit the (inaudible)  
18 requirements. And, you know, we tried to work with  
19 you and you haven't improved performance. You haven't  
20 met these things.

21 So therefore, based on that you're being  
22 terminated today. You'll be mailed a check. Any  
23 questions, concerns, whatever. And he goes, no. She  
24 says, anything? No. So she said, okay well, (b)(7)(C)

25 (b)(7)(C)

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[REDACTED]

(b)(7)(C)

[REDACTED]

He didn't push

back at all? He didn't say anything, you know, going

[REDACTED]

back to [REDACTED] in her office? He didn't contest

the termination?

[REDACTED]

He didn't contest. In fact,

I was a bit surprised. I expected him to be explosive

and saying well, this is totally unfair, you know,

you'll hear from me or whatever. But he didn't. He

just sat there and said, yes. Didn't say a word.

[REDACTED]

[REDACTED]

you know, to vent or

whatever he wanted to do because I wasn't his manager.

So I figured if, you know, he wanted to say something

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1 he could. He didn't.

2  
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4  
5 (b)(7)(C)  
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8

9 (b)(7)(C)

And that's how he left it. So it was quite a surprise how quiet, how non-combative it was. And no statement at all.

10  
11  
12 So I came back and (b)(7)(C) asked me how it  
13 went. And I told her that it was a non-event. He  
14 said nothing. I said, of course, what that usually  
15 means to me is he's probably going to seek an  
16 attorney. And he'll probably file a complaint with  
17 NRC. That's the usual route that happens when they're  
18 quiet like this. So I said, so buckle up.

19 (b)(7)(C)

During any time in this whole process, you know, we've been talking about the times that you were dealing with (b)(7)(C) And then (b)(7)(C) was complaining to you about (b)(7)(C) work performance and his attitude.

20  
21  
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23  
24 And then on the day that he was  
25 terminated, were you ever aware of (b)(7)(C) raising a

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1 concern about employees of his, or subordinates of his  
 2 being told by management in the (b)(7)(C) department about,  
 3 if you're going to raise any concerns, raise them to  
 4 management first before going to ECP, or to the NRC,  
 5 or anyone else. Did you hear any sort of concern like  
 6 that?

7 (b)(7)(C) Where he was saying that he  
 8 was not given that prerogative?

9 (b)(7)(C) No. He had heard  
 10 from employees, specifically employees from the (b)(7)(C)  
 11 department --

12 (b)(7)(C) Yes.  
 13 (b)(7)(C) -- clerical staff  
 14 --

15 (b)(7)(C) Yes, yes.  
 16 (b)(7)(C) -- front line  
 17 supervisors. That they were told by one of the  
 18 managers, I believe it was (b)(7)(C) -

19 (b)(7)(C) That's the person I was  
 20 trying to tell you about.

21 (b)(7)(C) Right.  
 22 (b)(7)(C) That's the lady I was trying  
 23 to tell you about.

24 (b)(7)(C) They had some  
 25 type of meeting and (b)(7)(C) informed them that, hey

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1 if you ever have any concerns don't go to (b)(7)(C)  
2 you know, don't go to anyone else. But come to us  
3 first so we can resolve it.

4 And he took that as meaning well, you can  
5 not go to ECP. You can not go to the NRC. You can't  
6 go to anyone but your management to resolve an issue.  
7 And, you know, he raised that --

8 (b)(7)(C) No. It was, there was one  
9 thing that was totally stated at the plant by (b)(7)(C)

10 (b)(7)(C) That all the plant managers and  
11 everybody else, we've heard time and time again, right  
12 now or at the time, I won't go there, this (b)(7)(C)  
13 is going to drive me crazy.

14 But we always heard the same thing. The  
15 same speech is that you have avenues. We would prefer  
16 that you speak to your direct supervisor. And if you  
17 don't have an answer feel free to talk to the manager.  
18 Talk to the Vice President.

19 And certainly you can talk to the NRC at  
20 any time that you feel a concern. But we prefer that  
21 we go through channels first so we can hear the  
22 concerns and resolve them.

23 If you don't feel adequate, talk to  
24 another manager. Talk to whatever it is. But please,  
25 if you have any safety concerns, please raise them

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1 because we want to address them.

2 So I do believe that, you know, that at  
3 the plant there was no attempt by senior management to  
4 withhold anything for plant safety. Because, I mean,  
5 they might have been not that great to people, but  
6 they certainly were worried about the plant safety.

7 [REDACTED] Okay.

8 [REDACTED] Oh, [REDACTED] was the [REDACTED]  
9 at the time.

10 [REDACTED] Oh, he was? [REDACTED]

11 [REDACTED]

12 [REDACTED] That's the  
13 name I'm trying to remember.

14 [REDACTED] Okay. Do you  
15 think someone could have misunderstood anyone in  
16 management when they make those requests to the rank  
17 and file? You know, come to us and we'll try to  
18 resolve it. And people take that as meaning well, you  
19 know, we can only go to our management, we can't go to  
20 anyone else like NRC, ECP.

21 [REDACTED] Well, you know, there's  
22 always a potential that someone could misinterpret.  
23 Although, there was all hands meetings. We had stand  
24 ups. I conducted many stand ups myself where we had  
25 these Tuesdays, and we had numbers of things on

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1 employee concerns, results of it.

2 And we were supposed to make sure that we  
3 had the party line and we posted it. If you have a  
4 concern please come to the Employee Concerns Office.  
5 They were hosting an open house so you know who they  
6 are.

7 You know, you'd have to either never walk  
8 out of a welding pit, or never leave a containment, or  
9 somehow be here and you couldn't, I think that was  
10 broadcast throughout the plant that there was an  
11 Employee Concerns Program.

12 There was a prerogative. The NRC numbers  
13 are posted. The resident inspectors are there. I  
14 mean, it's, wherever you go you would see it. So it  
15 would be unusual to hear, considering the number of  
16 times that we had all hands meetings. They had them  
17 in the tent up on top there.

18 We had, I don't know, they spent so much  
19 time on it, that it would be, you know, maybe because  
20 I was in management, maybe, you know, that's the case.  
21 But I think it would be very unusual.

22 Now I do know that there are pockets in  
23 the (b)(7)(C) where they had problems with  
24 supervisors that were difficult. And, in fact, said  
25 do it my way or it's the highway. But that's a

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1 separate issue that involved (b)(7)(C)

2 (b)(7)(C) Okay. Were you  
3 ever aware that he went to the ECP just before he was  
4 terminated?

5 (b)(7)(C) No.

6 (b)(7)(C) Maybe a couple of  
7 weeks before? Are you aware that he ever went to the,  
8 well, until I contacted you, were you ever aware that  
9 he went to the NRC and made complaints?

10 (b)(7)(C) No. No, I'm sure that, I'm  
11 not sure but I'm almost positive that he would have  
12 kept that silent, and gone to the NRC on his own  
13 without informing management that he was going to do  
14 that.

15 (b)(7)(C) Okay. Well, I  
16 appreciate you taking time out of your busy schedule  
17 to meet with me this afternoon. I certainly  
18 appreciate it. You know, you were working there at  
19 the time. You're familiar with all the parties  
20 involved.

21 (b)(7)(C) Yes.

22 (b)(7)(C) Is there  
23 something I didn't ask you about this afternoon  
24 involving (b)(7)(C) that you want to add for the  
25 record?

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(b)(7)(C)

No. I think we, you know, given the limited relationship I had with him and the few interactions, there's not much more I can add outside of the facts I stated, the termination process and procedure, and the fact that I had no interaction with him. So I don't have anything else beyond that.

(b)(7)(C)

Okay.

(b)(7)(C)

(b)(7)(C)

have I or any other NRC representative threatened you in any manner or offered you any rewards in return for this statement?

(b)(7)(C)

No.

(b)(7)(C)

Have you given this statement freely and voluntarily?

(b)(7)(C)

Yes.

(b)(7)(C)

At this time the interview will be concluded. The time is approximately 2:10 p.m.

(Whereupon, the interview in the above-entitled matter was concluded at 2:10 p.m.)

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

(b)(7)(C)

Docket Number: 4-2011-059

Location:

(b)(7)(C)

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.

(b)(7)(C)

Official Transcriber  
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