Entergy Nuclear Northeast
Entergy Nuclear Operations, Inc.
James A. FitzPatrick NPP
P.O. Box 110
Lycoming, NY 13093
Tel 315-342-3840

Chris M. Adner
Regulatory Assurance Manager - JAF

JLIC-15-0003
April 30, 2015

Cases 01-E-0113 and 00-E-1225

Bridget Frymire
Electric Division
New York State Department of Public Service
3 Empire State Plaza, 10th Floor
Albany, NY 12223

Subject: State of New York Public Service Commission
First Quarter 2015 – Lightened Regulation Reporting

James A. FitzPatrick Nuclear Power Plant
Docket No. 50-333
License No. DPR-59

Dear Ms. Frymire:

Pursuant to New York State Public Service Commission's Lightened Regulation reporting requirements, Entergy's James A. FitzPatrick Nuclear Power Plant hereby submits the required documents for the 1st Quarter 2015.

Enclosed is a listing and a copy of the required documents with the exception of the On-site Safety Review Committee meeting minutes, Safety Review Committee meeting minutes, Corrective Action Program monthly reports, and the one NRC Performance Indicator listed in the Physical Protection Cornerstone. Those documents are being submitted separately (JLIC-15-0004) to Donna Giliberto, with a request for business confidentiality.

Should you have any questions concerning this report, please contact me at (315) 349-6766.

Sincerely,

Chris M. Adner
Regulatory Assurance Manager

CA:mh
Enclosure

ENCLOSURE to JLIC-15-0003

I. CORRECTIVE ACTION PROGRAM MONTHLY REPORTS

(NOTE: Sent separately due to request for business confidentiality.)

II. SUBMITTALS TO NRC FOR PERFORMANCE MONITORING as of March 2015

James A. FitzPatrick's 1st Quarter 2015 NRC Performance Indicators (PIs)

(NOTE: The NRC PI associated with the Physical Protection Cornerstone is being sent separately due to NRC disclosure limitations - Not Public Information)

III. SAFETY MONTHLY REPORTS

Total Industrial Safety Accident Rate Performance Indicator

IV. OPERATING DATA REPORTS

James A. FitzPatrick's Monthly Operating Reports for January, February, and March 2015

(NOTE: Operating Reports are now transmitted (electronically) to the NRC on quarterly intervals.)

V. SAFETY REVIEW COMMITTEE (SRC) / ONSITE SAFETY REVIEW COMMITTEE (OSRC) MEETING MINUTES

(NOTE: Sent separately due to request for business confidentiality.)

VI. SITE NEWSLETTERS, BULLETINS, EMERGENCY PLAN MAILINGS

Emergency Plan Mailings -

- **Memorandum dated February 12, 2015, Posters mailing for 2015**
- **Oswego County News Release dated March 27, 2015, Testing of New Emergency Notification Sirens to Begin Week of April 6**
- **Memorandum dated April 23, 2015, New siren installation news release**

Site Newsletters –

JAFNews

- **01/06/15 – Entering the RCA? Be Aware of Entry Protocol**
- **01/22/15 – Radiological Postings and Boundaries – Never Manipulate Them**
- **01/22/15 – Unanticipated Dose Rate Alarms – Eliminate Them by Knowing Your Responsibilities**
- **01/22/15 – R22 Preparations – New Transformer Arrives**
- **01/22/15 – FitzPatrick Hostile – Action Drill to be Unlike Any Other**
- **01/22/15 – Cyber Security – What's the Plan?**
- **02/02/15 – "Having a Plan" Important to Our Success**
- **02/02/15 – Before Heading Outdoors – Please Take Note**
- **02/09/15 – Reminder: FitzPatrick Headline News**
- **02/12/15 – OE Procedure Process Updates to Support Revision Six of INPO 12-009**

- **02/13/15 – A Message from GMPO Steve Vercelli**
- **02/21/15 – A Message from GMPO Steve Vercelli**
- **02/23/15 – Not So Close!**
- **03/02/15 – Employee Self Identification Form Available**
- **03/04/15 – Message from Emergency Planning Regarding Tomorrow's Drill – Thursday, March 5**
- **03/09/15 – Change Management Notice to the JAF Emergency Response Organization**
- **03/10/15 – Reminder from Industrial Safety**
- **03/16/15 – A Message from GMPO Steve Vercelli**
- **03/16/15 – Feedback is Key to Unlocking Organizational Health**
- **03/19/15 – Mid-Cycle Assessment Team Headed to FitzPatrick**
- **03/19/15 – Controlling Chemicals at FitzPatrick**
- **03/30/15 – A Message from GMPO Steve Vercelli**

VII. SPECIAL REPORTS

- **2015 Business Plan**
- **2015 Fleet Plan**

ENCLOSURE to JLIC-15-0003

Part I

CORRECTIVE ACTION PROGRAM MONTHLY REPORTS

(NOTE: Sent separately due to request for business confidentiality.)

ENCLOSURE to JLIC-15-0003

Part II

SUBMITTALS TO NRC FOR PERFORMANCE MONITORING as of March 2015

James A. FitzPatrick's 1st Quarter 2015 NRC Performance Indicators (PIs)

(NOTE: The NRC PI associated with the Physical Protection Cornerstone is being sent separately due to NRC disclosure limitations - Not Public Information)

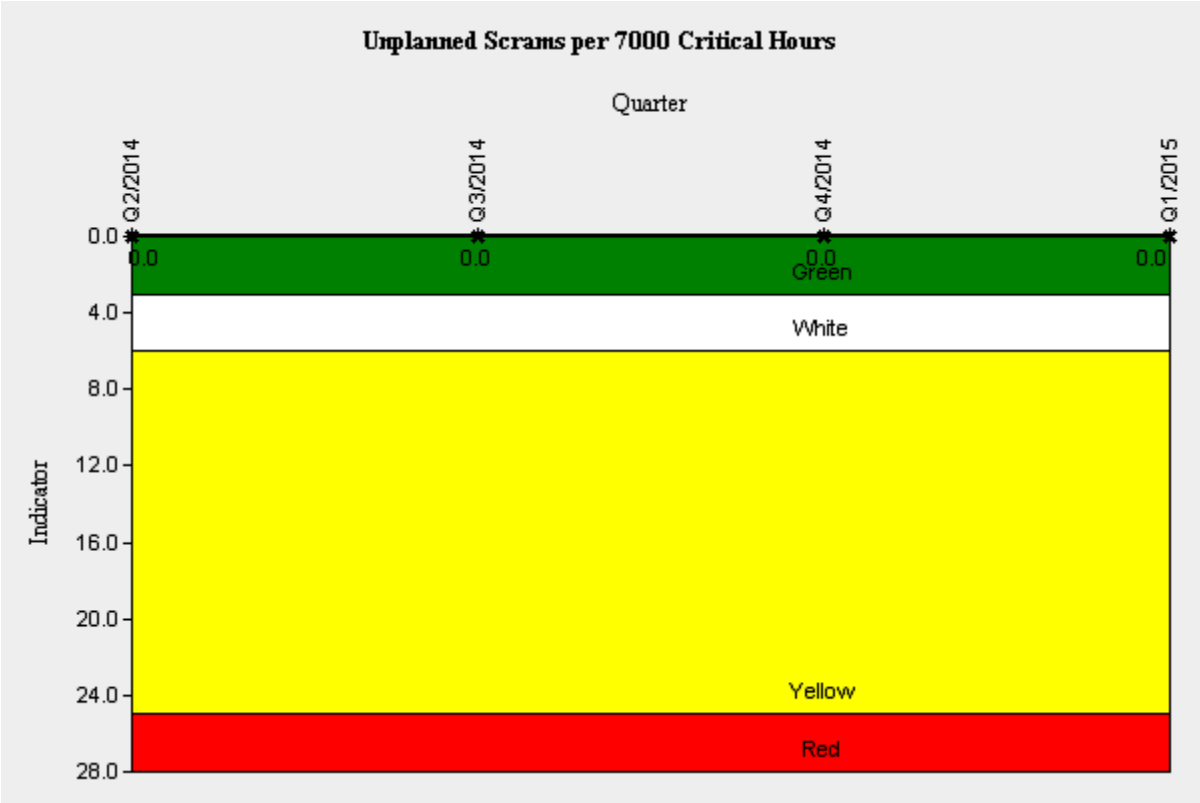
PI Summary

Location: FitzPatrick Unit 1

CornerStone: Initiating Events

PI: IE01 Unplanned Scrams per 7,000 Critical Hours

Thresholds: White >3.000000 | Yellow >6.000000 | Red >25.000000 |



Element Name	Q2/2014	Q3/2014	Q4/2014	Q1/2015				
Unplanned scrams	0	0	0	0				
Unplanned scrams during last 12 months	0	0	0	0				
Critical hours	2155.72	1318.00	2060.08	2159.00				
Critical hours during last 12 months	8731.72	7841.72	7692.80	7692.80				
Performance Indicator	**0**	**0**	**0**	**0**				

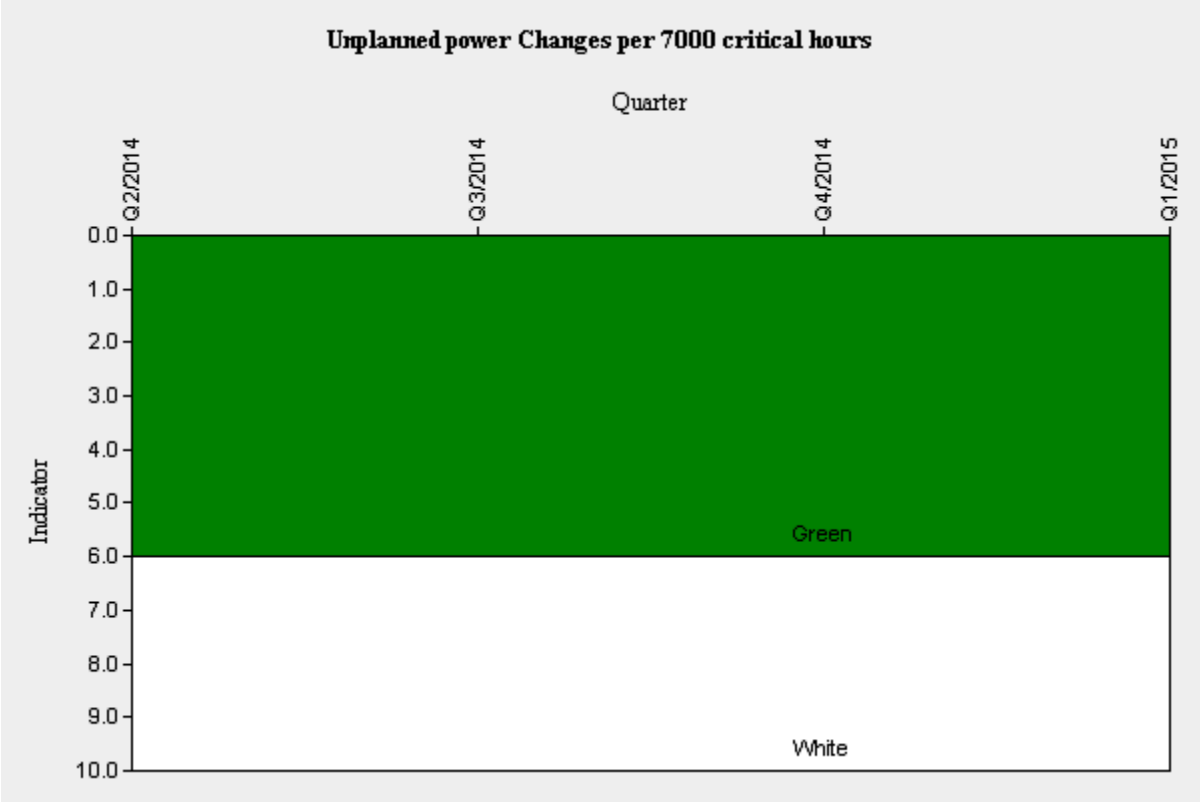
Performance Indicator comments for the last time period:

Location: FitzPatrick Unit 1

CornerStone: Initiating Events

PI: IE03 Unplanned Power Changes per 7,000 Critical Hours

Thresholds: White >6.000000 |



Element Name	Q2/2014	Q3/2014	Q4/2014	Q1/2015				
Unplanned power changes	10	4	4	0				
Unplanned power changes last 12 months	29	31	29	18				
Critical hours	2155.72	1318.00	2060.08	2159.00				
Critical hours last 12 months	8731.72	7841.72	7692.80	7692.80				
Performance Indicator	**23.2**	**27.7**	**26.4**	**16.4**				

Performance Indicator comments for the last time period:

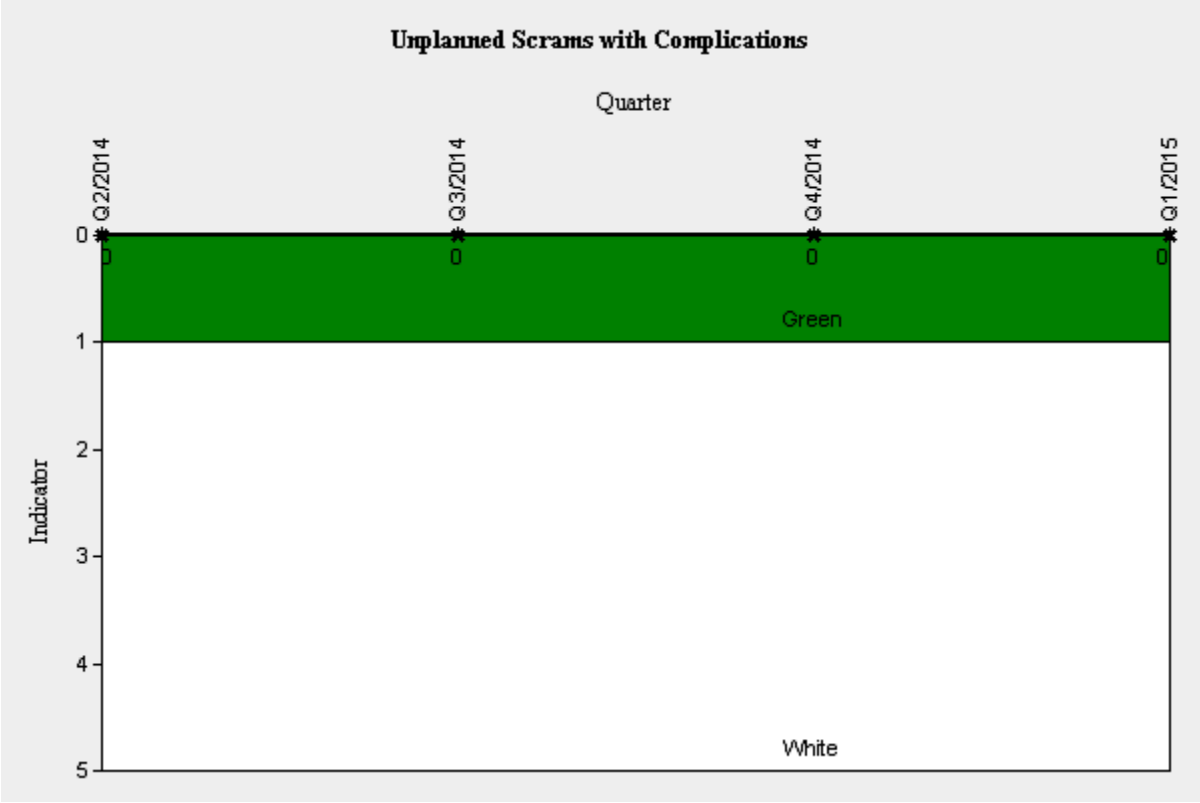
Multiple downpowers were due to Main Condenser tube leakage. Retubing project completed during Refuel Outage 21. Main Condenser degrading performance has been corrected and this PI is expected to improve. There is no effect on public or nuclear safety.

Location: FitzPatrick Unit 1

CornerStone: Initiating Events

PI: IE04 Unplanned Scrams with Complications

Thresholds: White >1.000000 |



Element Name	Q2/2014	Q3/2014	Q4/2014	Q1/2015				
Unplanned Scrams with Complications	0	0	0	0				
Performance Indicator	**0**	**0**	**0**	**0**				

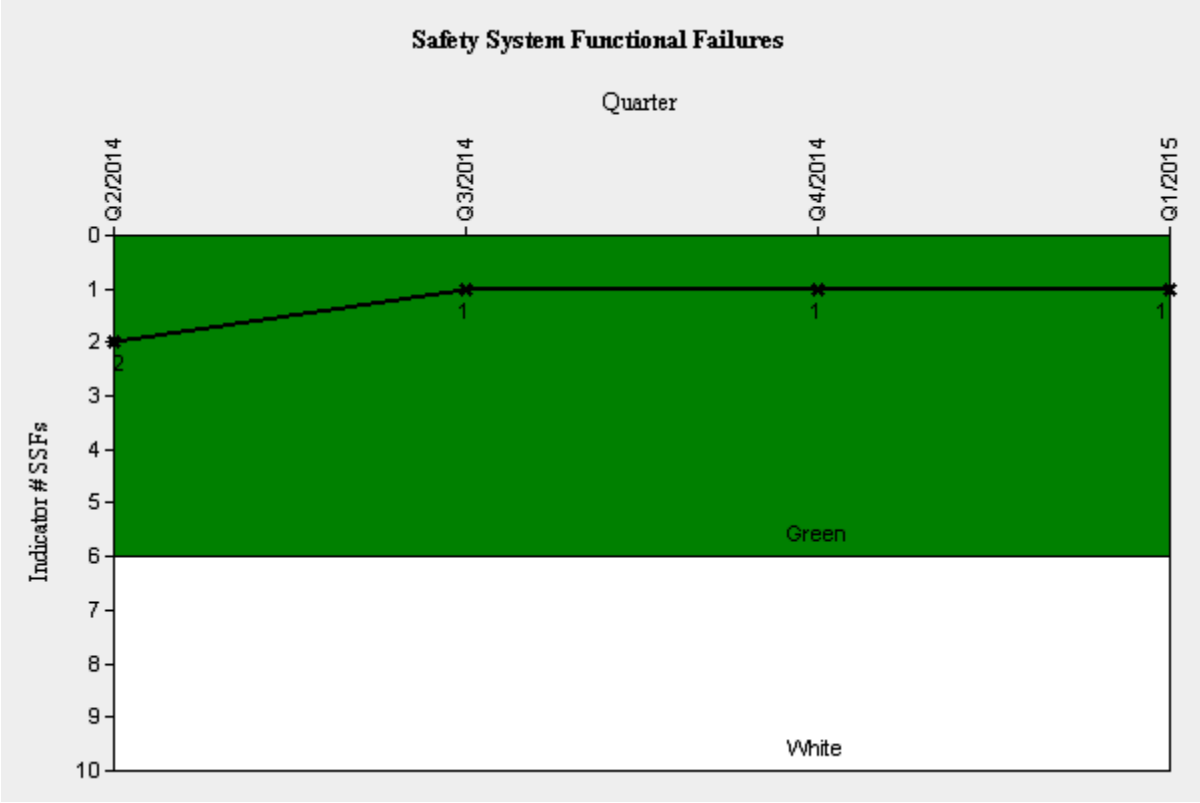
Performance Indicator comments for the last time period:

Location: FitzPatrick Unit 1

CornerStone: Mitigating Systems

PI: MS05 Safety System Functional Failures (SSFF)

Thresholds: White >6.000000 |



Element Name	Q2/2014	Q3/2014	Q4/2014	Q1/2015				
Safety system functional failures	1	0	0	0				
Performance Indicator	**2**	**1**	**1**	**1**				

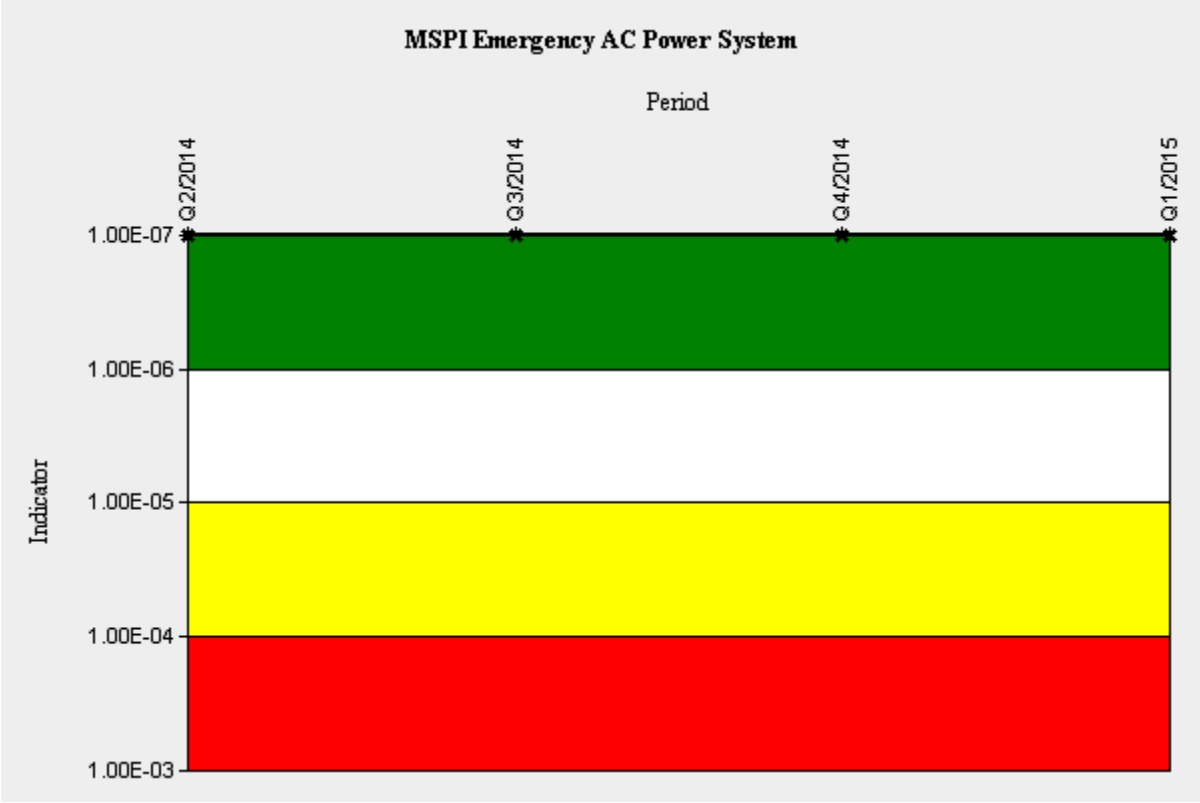
Performance Indicator comments for the last time period:

Location: FitzPatrick Unit 1

CornerStone: Mitigating Systems

PI: MS06 MSPI Emergency AC Power System

Thresholds: White >0.000001 | Yellow >0.000010 | Red >0.000100 |



Element Name	Q2/2014	Q3/2014	Q4/2014	Q1/2015				
UAI	7.89E-09	8.30E-09	5.04E-09	2.79E-09				
URI	-8.13E-07	-7.03E-07	-6.64E-07	-5.99E-07				
Performance Indicator	**-8.0E-07**	**-6.9E-07**	**-6.6E-07**	**-6.0E-07**				

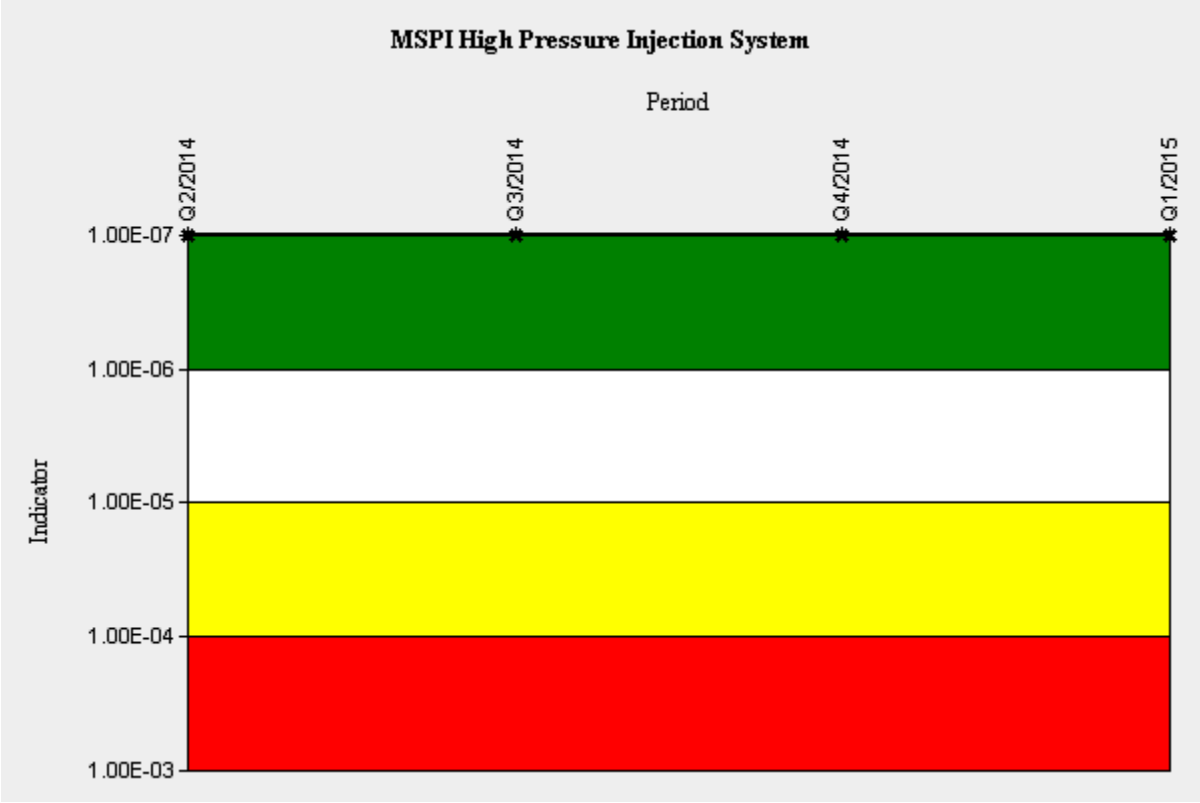
Performance Indicator comments for the last time period:

Location: FitzPatrick Unit 1

CornerStone: Mitigating Systems

PI: MS07 MSPI High Pressure Injection System

Thresholds: White >0.000001 | Yellow >0.000010 | Red >0.000100 |



Element Name	Q2/2014	Q3/2014	Q4/2014	Q1/2015				
UAI	6.56E-08	7.50E-08	1.03E-07	1.03E-07				
URI	-7.86E-08	-7.63E-08	-8.30E-08	-8.32E-08				
Performance Indicator	**-1.3E-08**	**-1.2E-09**	**2.0E-08**	**2.0E-08**				

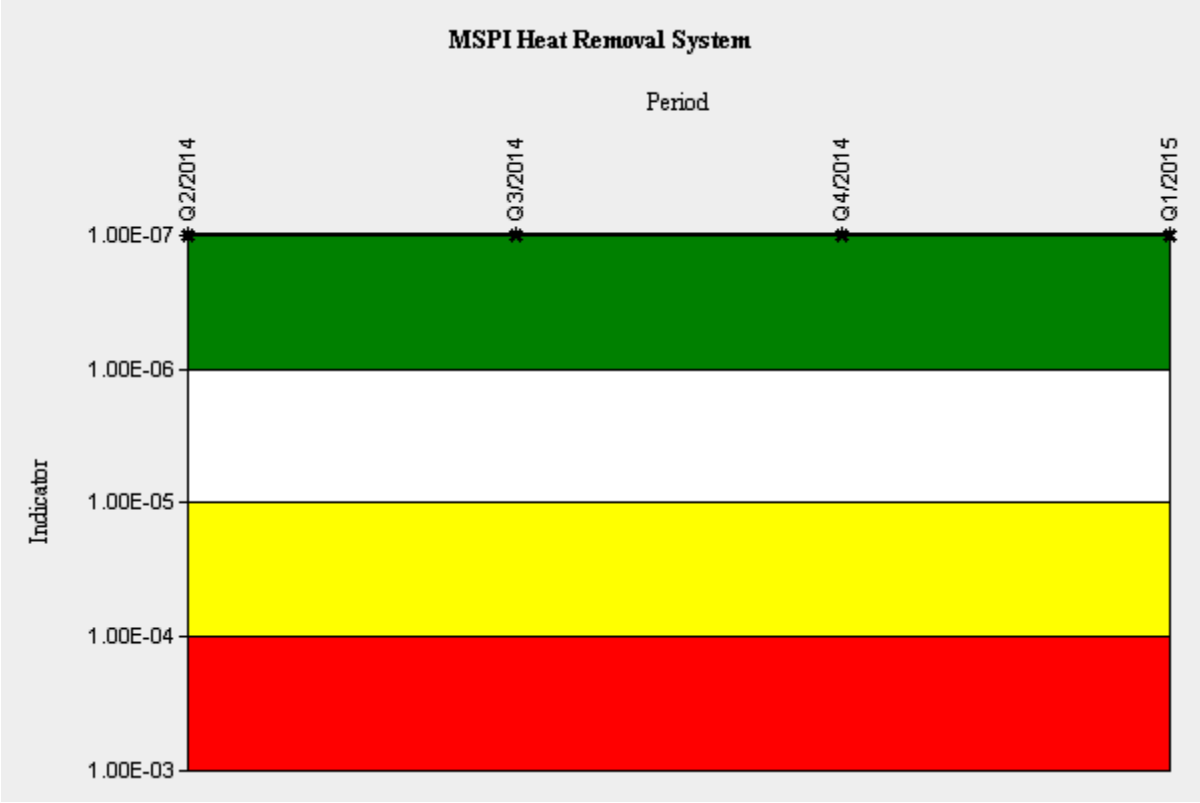
Performance Indicator comments for the last time period:

Location: FitzPatrick Unit 1

CornerStone: Mitigating Systems

PI: MS08 MSPI Heat Removal System

Thresholds: White >0.000001 | Yellow >0.000010 | Red >0.000100 |



Element Name	Q2/2014	Q3/2014	Q4/2014	Q1/2015				
UAI	4.32E-08	4.16E-08	3.90E-08	-1.27E-08				
URI	-5.48E-08	-5.26E-08	-5.71E-08	-5.70E-08				
Performance Indicator	**-1.2E-08**	**-1.1E-08**	**-1.8E-08**	**-7.0E-08**				

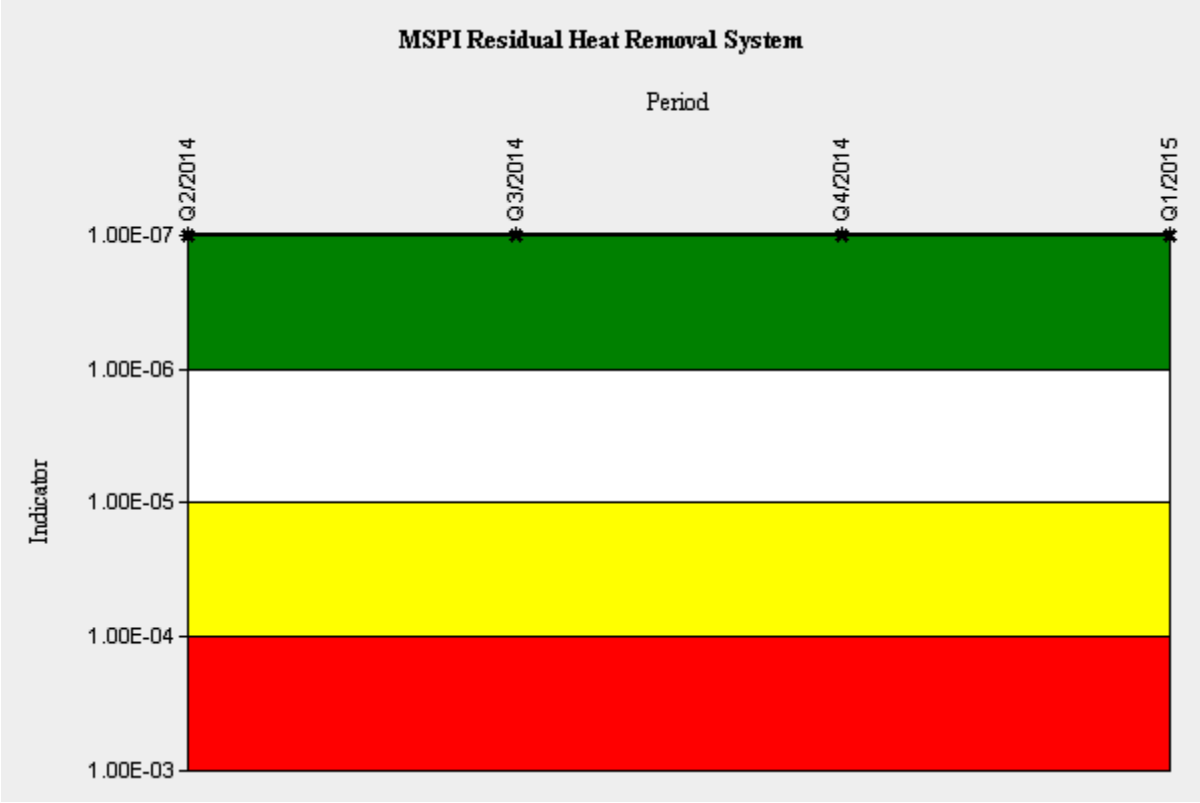
Performance Indicator comments for the last time period:

Location: FitzPatrick Unit 1

CornerStone: Mitigating Systems

PI: MS09 MSPI Residual Heat Removal System

Thresholds: White >0.000001 | Yellow >0.000010 | Red >0.000100 |



Element Name	Q2/2014	Q3/2014	Q4/2014	Q1/2015				
UAI	9.04E-08	1.17E-07	1.20E-07	8.97E-08				
URI	-2.47E-07	-2.60E-07	-2.65E-07	-2.63E-07				
Performance Indicator	**-1.6E-07**	**-1.4E-07**	**-1.5E-07**	**-1.7E-07**				

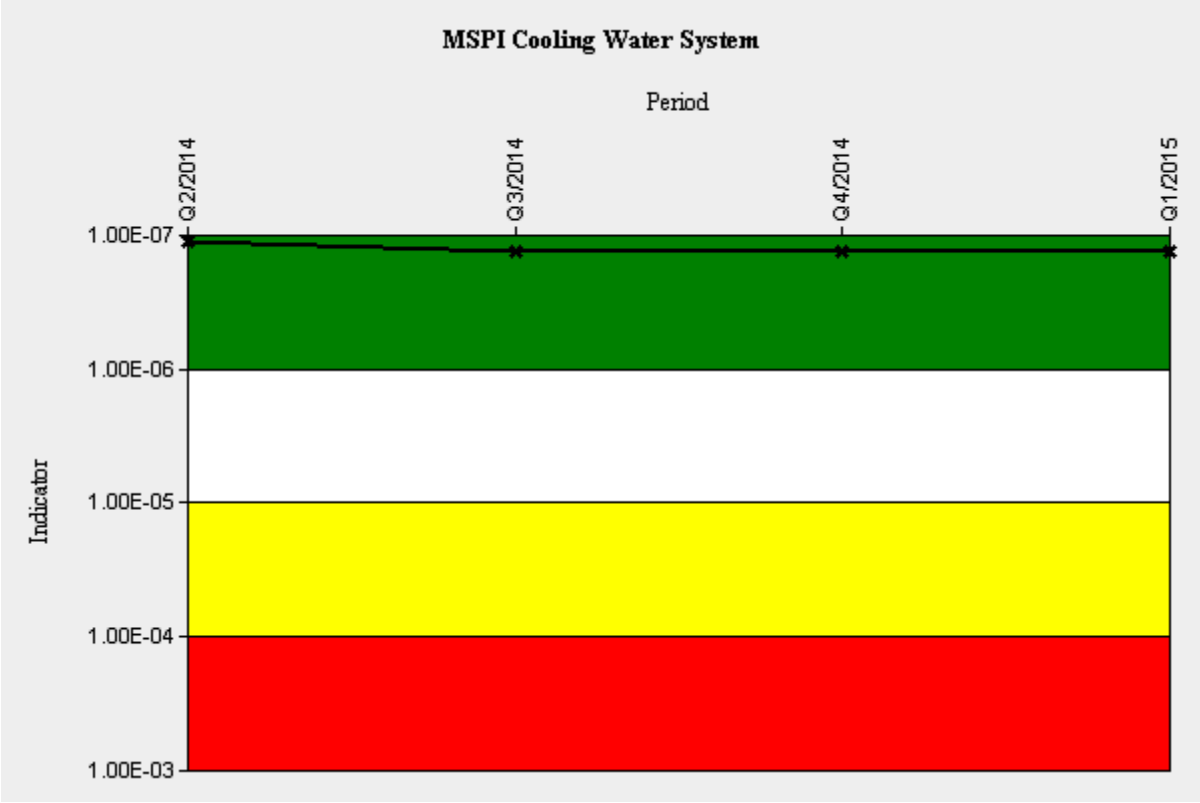
Performance Indicator comments for the last time period:

Location: FitzPatrick Unit 1

CornerStone: Mitigating Systems

PI: MS10 MSPI Cooling Water System

Thresholds: White >0.000001 | Yellow >0.000010 | Red >0.000100 |



Element Name	Q2/2014	Q3/2014	Q4/2014	Q1/2015				
UAI	1.25E-07	1.38E-07	1.40E-07	1.39E-07				
URI	-1.15E-08	-1.22E-08	-1.23E-08	-1.23E-08				
Performance Indicator	**1.1E-07**	**1.3E-07**	**1.3E-07**	**1.3E-07**				

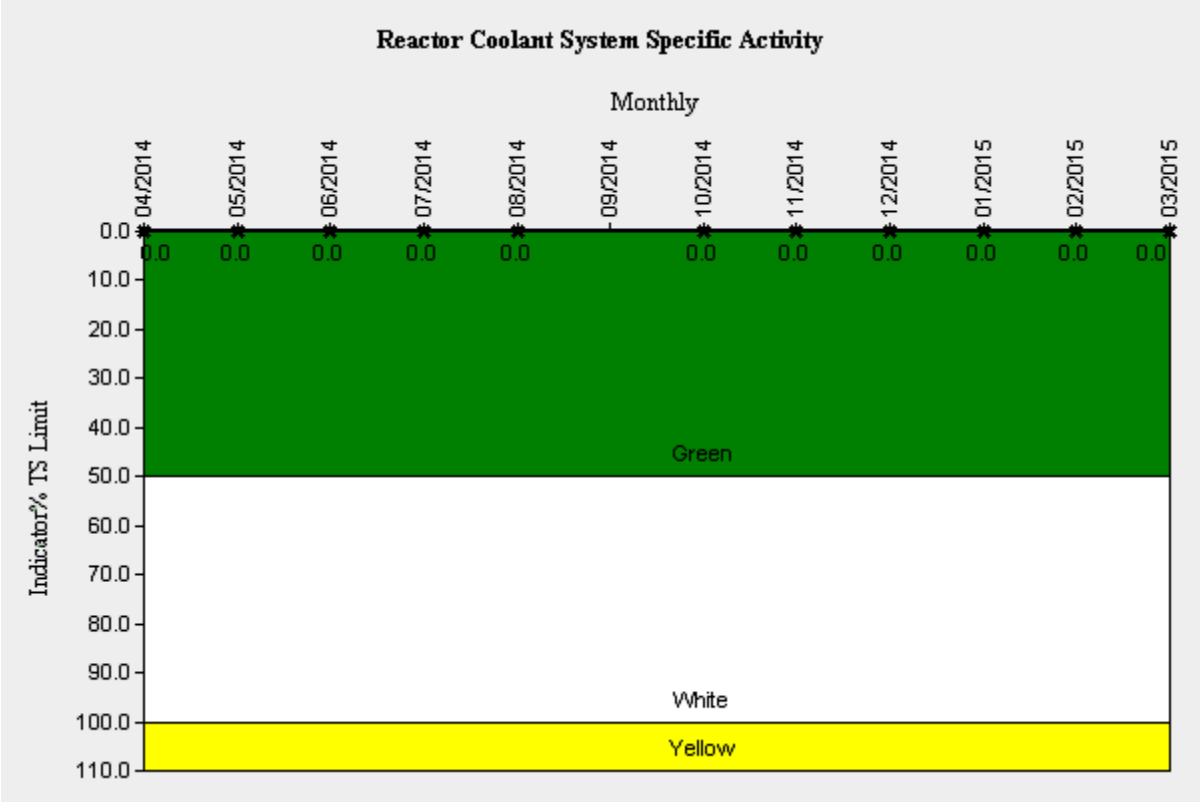
Performance Indicator comments for the last time period:

Location: FitzPatrick Unit 1

CornerStone: Barrier Integrity

PI: BI01 Reactor Coolant System Activity (RCSA)

Thresholds: White >50.000000 | Yellow >100.000000 |



Element Name	04/2014	05/2014	06/2014	07/2014	08/2014	09/2014	10/2014	11/2014
Maximum I-131 activity	0.000009	0.000012	0.000006	0.000018	0.000017		0.000008	0.000008
Technical Specification Limit	0.200000	0.200000	0.200000	0.200000	0.200000	0.200000	0.200000	0.200000
Performance Indicator	**0**	**0**	**0**	**0**	**0**		**0**	**0**

Element Name	12/2014	01/2015	02/2015	03/2015				
Maximum I-131 activity	0.000010	0.000012	0.000009	0.000011				
Technical Specification Limit	0.200000	0.200000	0.200000	0.200000				
Performance Indicator	**0**	**0**	**0**	**0**				

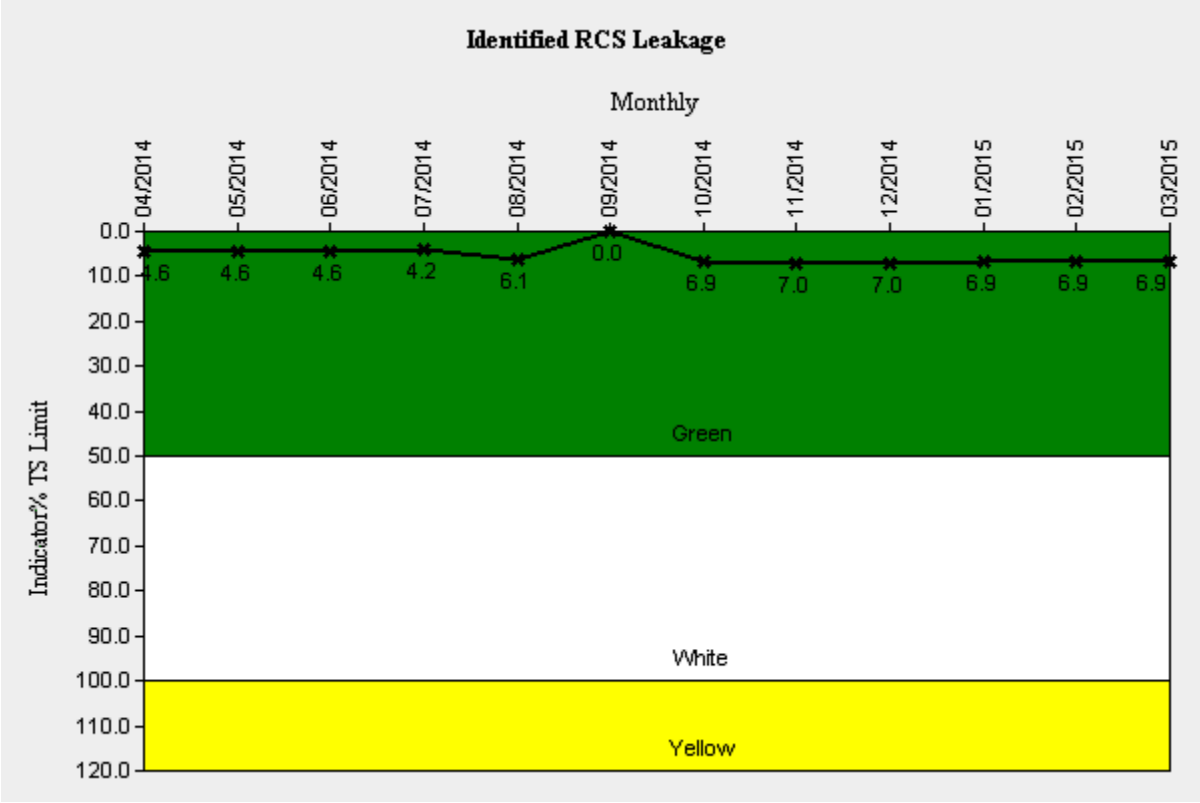
Performance Indicator comments for the last time period:

Location: FitzPatrick Unit 1

CornerStone: Barrier Integrity

PI: BI02 Reactor Coolant System Identified Leak Rate (RCSL)

Thresholds: White >50.000000 | Yellow >100.000000 |



Element Name	04/2014	05/2014	06/2014	07/2014	08/2014	09/2014	10/2014	11/2014
Maximum Leakage	1.160	1.140	1.150	1.060	1.530	0	1.720	1.740
Technical Specification Limit	25.000	25.000	25.000	25.000	25.000	25.000	25.000	25.000
Performance Indicator	**4.6**	**4.6**	**4.6**	**4.2**	**6.1**	**0**	**6.9**	**7.0**

Element Name	12/2014	01/2015	02/2015	03/2015				
Maximum Leakage	1.760	1.730	1.730	1.730				
Technical Specification Limit	25.000	25.000	25.000	25.000				
Performance Indicator	**7.0**	**6.9**	**6.9**	**6.9**				

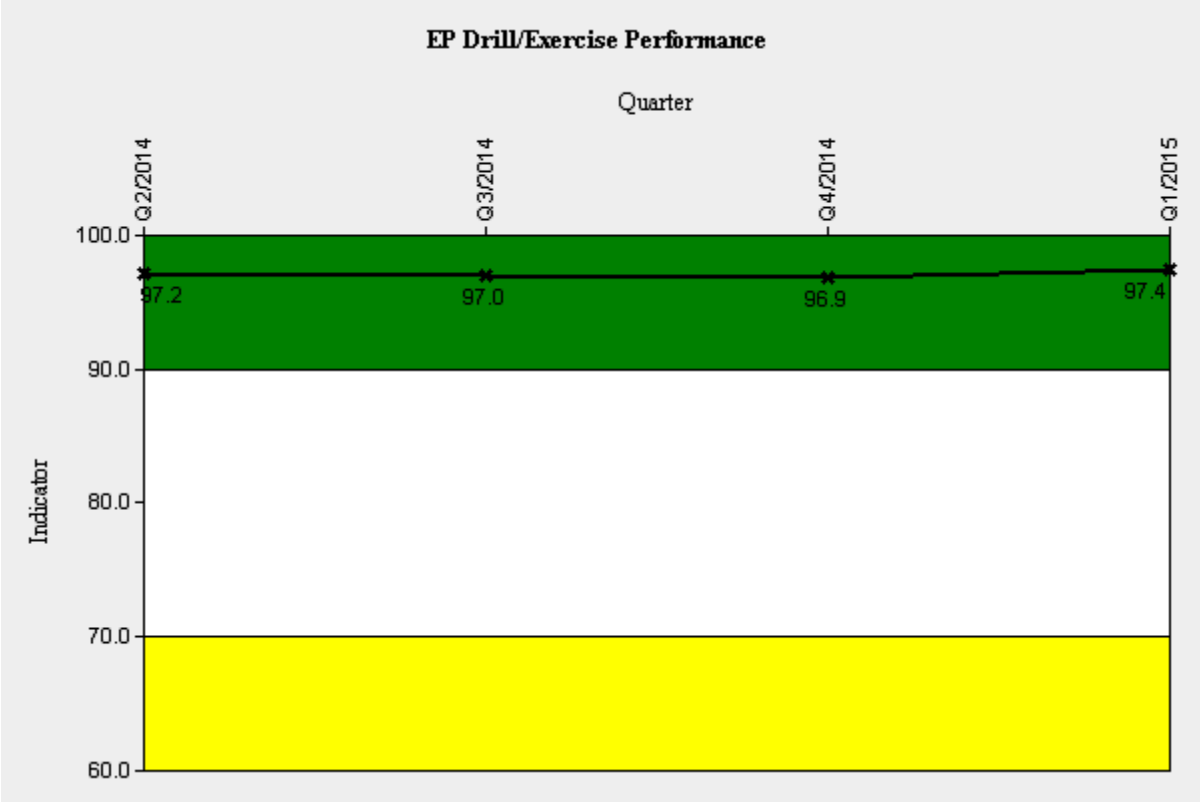
Performance Indicator comments for the last time period:

Location: FitzPatrick Unit 1

CornerStone: Emergency Preparedness

PI: EP01 Emergency Response Organization (ERO) Drill / Exercise Performance

Thresholds: White <90.000000 | Yellow <70.000000 |



Element Name	Q2/2014	Q3/2014	Q4/2014	Q1/2015				
Successful opportunities	50	0	0	24				
Successful opportunities last 24 months	387	359	344	342				
Total opportunities	55	0	0	24				
Total opportunities last 24 months	398	370	355	351				
Performance Indicator	**97.2**	**97.0**	**96.9**	**97.4**				

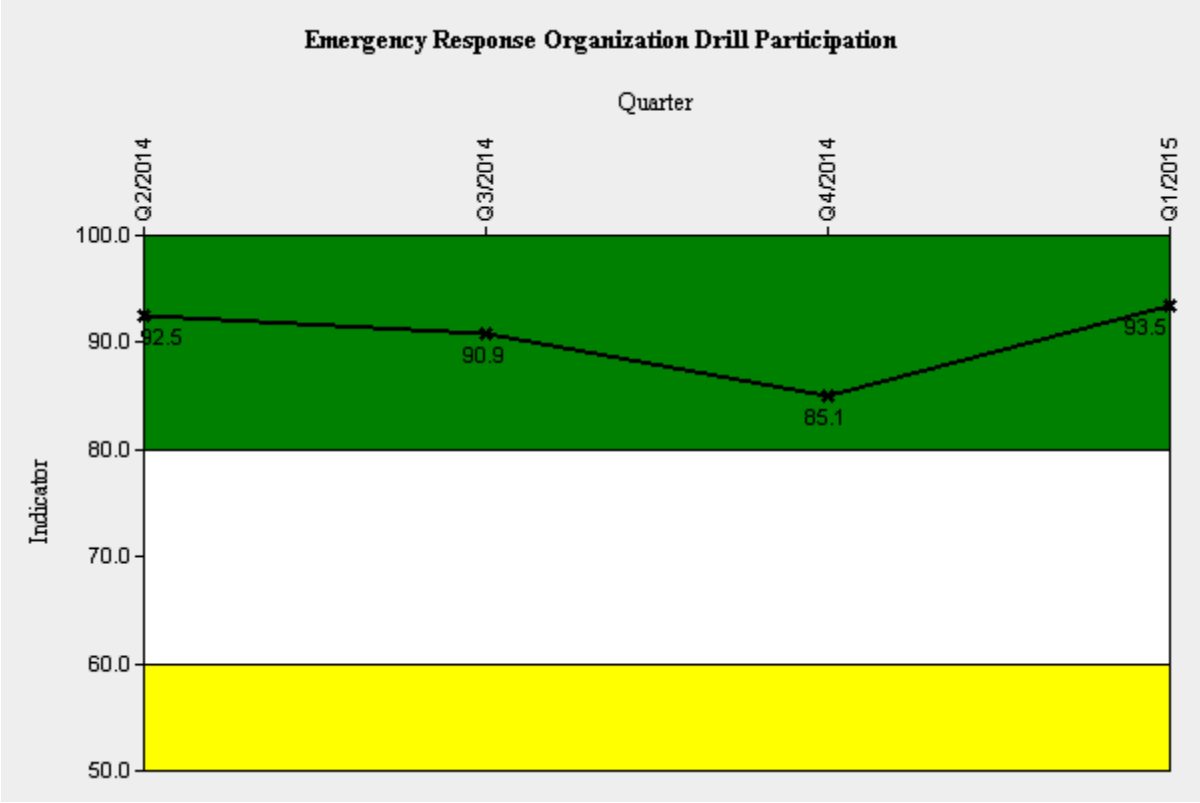
Performance Indicator comments for the last time period:

Location: FitzPatrick Unit 1

CornerStone: Emergency Preparedness

PI: EP02 Emergency Response Organization (ERO) Drill Participation

Thresholds: White <80.000000 | Yellow <60.000000 |



Element Name	Q2/2014	Q3/2014	Q4/2014	Q1/2015				
Participating key personnel	62	60	57	58				
Total key personnel	67	66	67	62				
Performance Indicator	**92.5**	**90.9**	**85.1**	**93.5**				

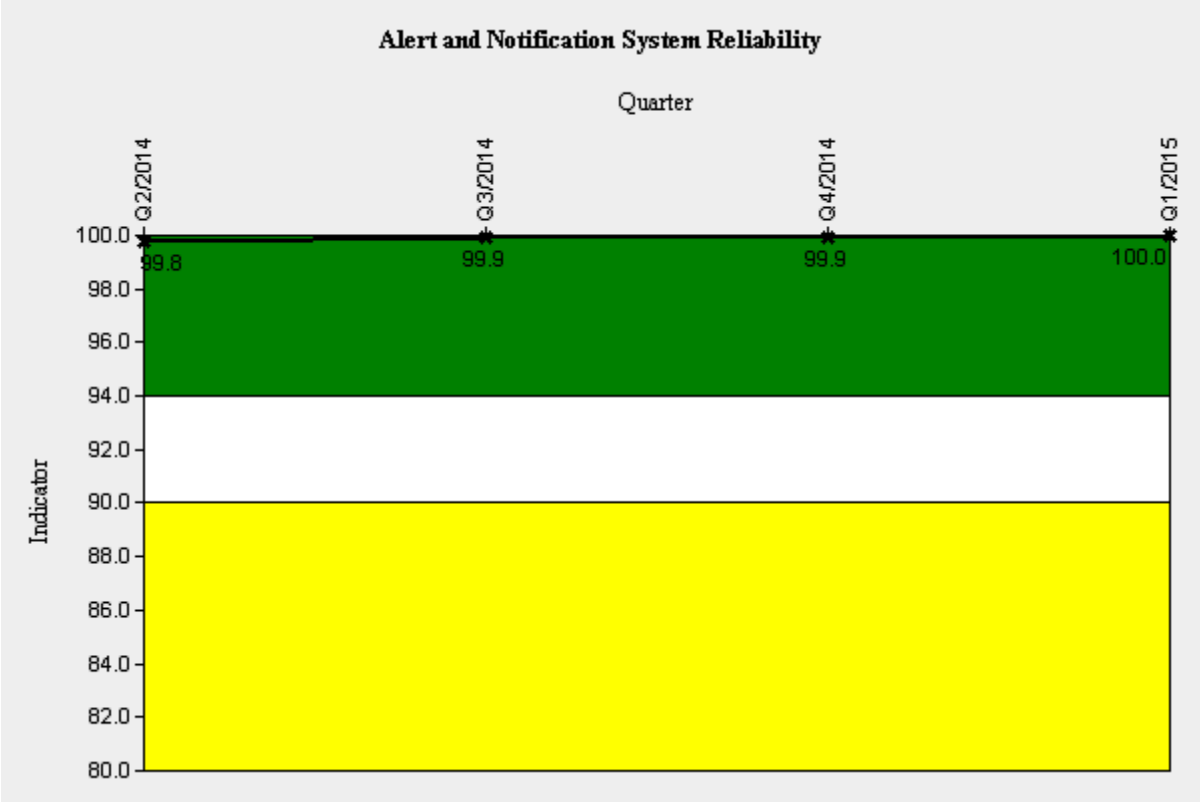
Performance Indicator comments for the last time period:

Location: FitzPatrick Unit 1

CornerStone: Emergency Preparedness

PI: EP03 Alert and Notification System (ANS) Reliability

Thresholds: White <94.000000 | Yellow <90.000000 |



Element Name	Q2/2014	Q3/2014	Q4/2014	Q1/2015				
Successful siren-tests	296	259	296	259				
Successful siren-tests last 12 months	1071	1109	1072	1110				
Total sirens tests	296	259	296	259				
Total sirens tests last 12 months	1073	1110	1073	1110				
Performance Indicator	**99.8**	**99.9**	**99.9**	**100.0**				

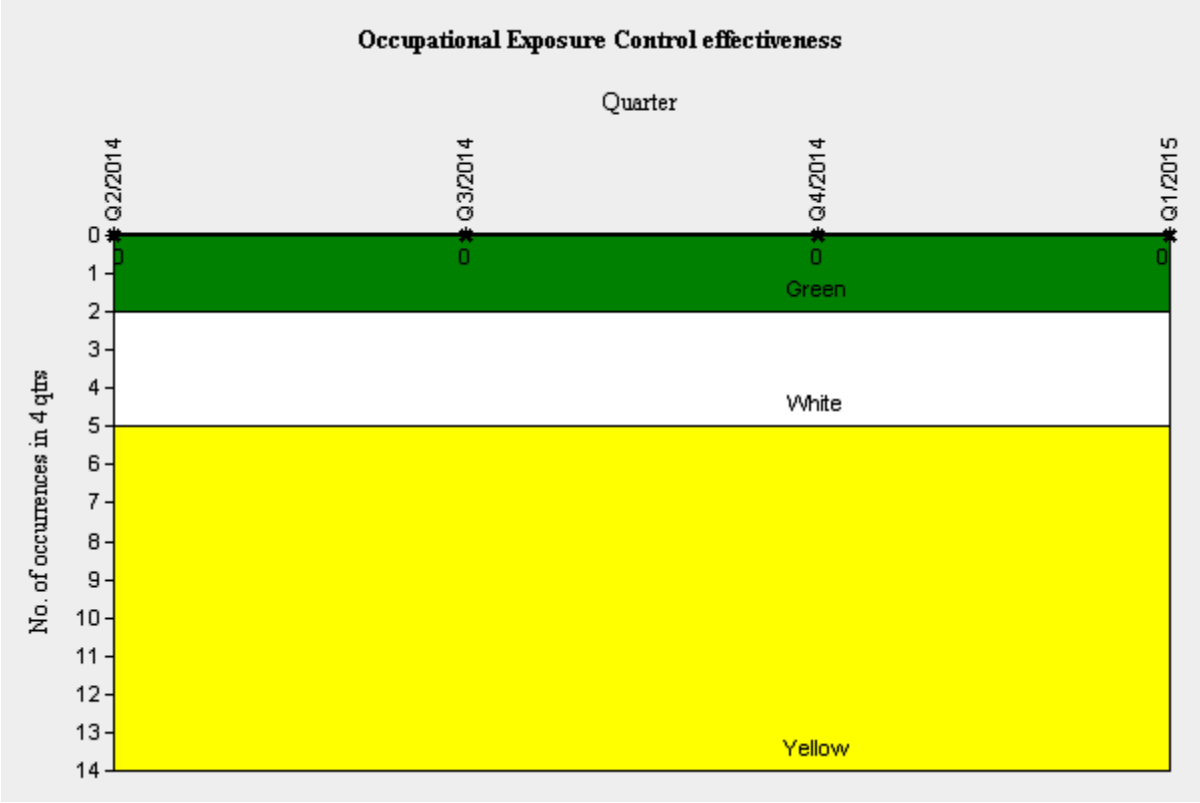
Performance Indicator comments for the last time period:

Location: FitzPatrick Unit 1

CornerStone: Occupational Radiation Safety

PI: OR01 Occupational Exposure Control Effectiveness

Thresholds: White >2.000000 | Yellow >5.000000 |



Element Name	Q2/2014	Q3/2014	Q4/2014	Q1/2015				
High radiation area occurrences	0	0	0	0				
Very high radiation area occurrences	0	0	0	0				
Unintended exposure occurrences	0	0	0	0				
Total occurrences	0	0	0	0				
Performance Indicator	**0**	**0**	**0**	**0**				

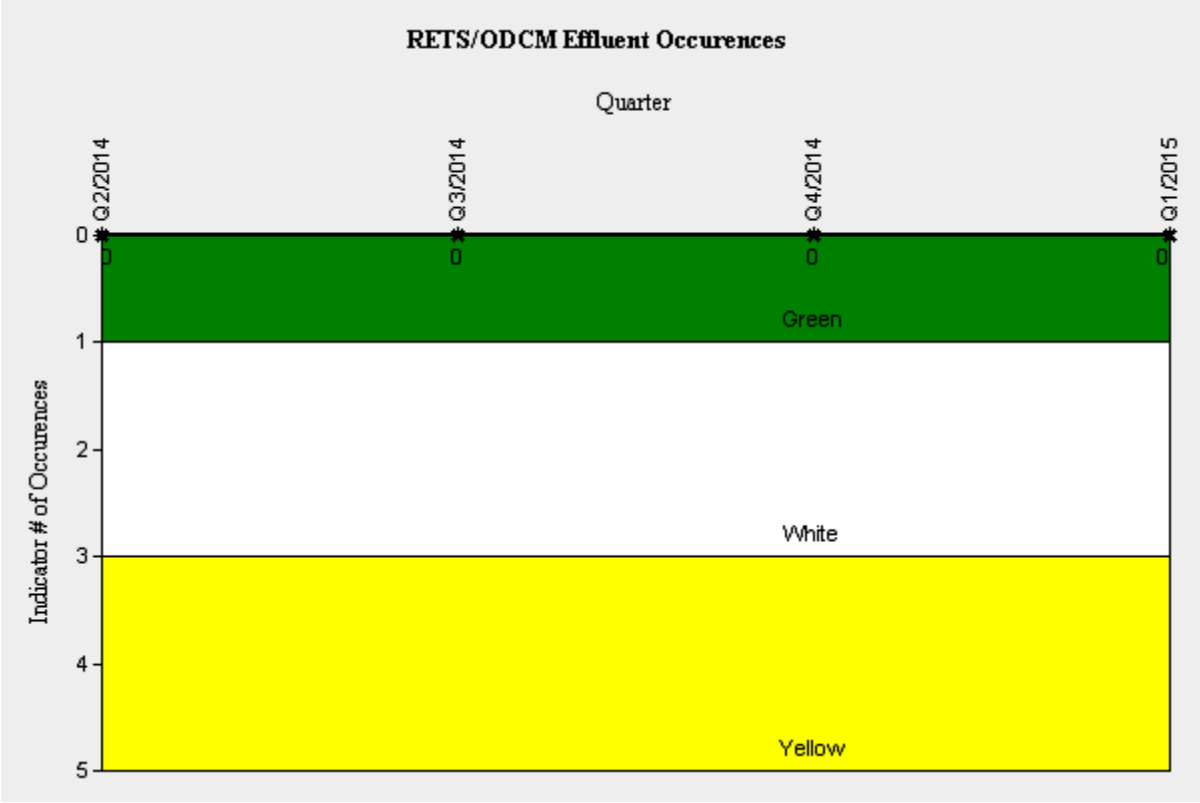
Performance Indicator comments for the last time period:

Location: FitzPatrick Unit 1

CornerStone: Public Radiation Safety

PI: PR01 RETS / ODCM Radiological Effluent

Thresholds: White >1.000000 | Yellow >3.000000 |



Element Name	Q2/2014	Q3/2014	Q4/2014	Q1/2015				
RETS/ODCM occurences	0	0	0	0				
Performance Indicator	**0**	**0**	**0**	**0**				

Performance Indicator comments for the last time period:

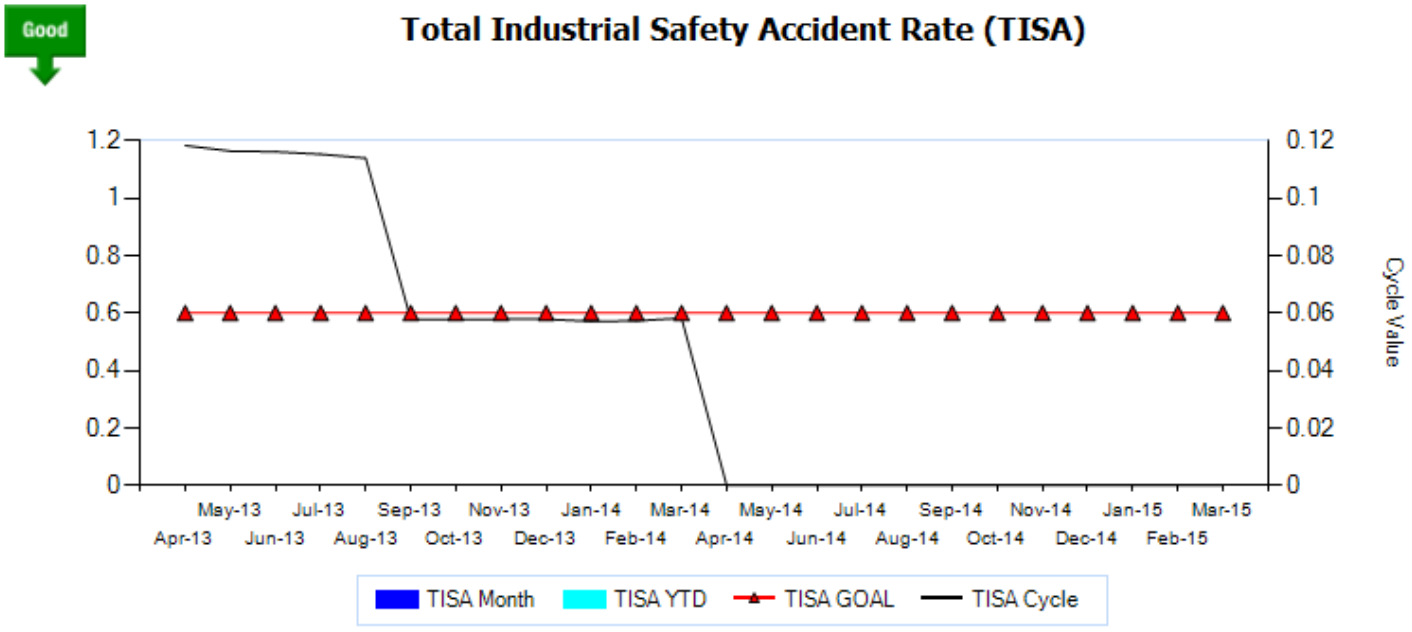
ENCLOSURE to JLIC-15-0003

Part III

SAFETY MONTHLY REPORTS

Total Industrial Safety Accident Rate Performance Indicator

Unit	PI Title	Top Decile	Top Quartile	TISA Cycle	Month/Year	Status	EOY Status
Fitzpatrick	Total Industrial Safety Accident Rate (TISA)	0.00	0.00	0.00	Mar-15	Green	Green



Top Decile - 0.0 _____ Top Quartile - 0.0

Description	Mar-14	Apr-14	May-14	Jun-14	Jul-14	Aug-14	Sep-14	Oct-14	Nov-14	Dec-14	Jan-15	Feb-15	Mar-15
Employee injuries Month	0	0	0	0	0	0	0	0	0	0	0	0	0
Contractor injuries -Month	0	0	0	0	0	0	0	0	0	0	0	0	0
TISA Cycle	0.058	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TISA Month	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TISA Cycle GOAL	0.06	0.06	0.06	0.06	0.06	0.06	0.06	0.06	0.06	0.06	0.06	0.06	0.06
TISA Cycle EOY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Contractor Work-Hours - Mth	9,654	10,046	12,323	19,042	46,801	312,966	315,935	7,776	6,705	6,842	5,500	5,030	6,368
Employee Work-Hours - Mth	104,243	97,702	94,899	93,439	91,953	163,320	149,153	117,749	91,406	85,037	122,338	94,846	100,662

Definition

This indicator is defined as the number of accidents per 200,000 person-hours worked for personnel assigned to the station including contractors that result in: one or more days of restricted work (excluding the day of the accident), one or more days away from work (excluding the day of the accident), and fatalities.

Goals

Starting in 2012, TISA Cycle Value is used for status color. Current Status is not Red if EOY Status is White or Green.
Green: <= 0.06 White: > 0.06 and <= 0.1 Red: > 0.1

Analysis and Actions

There were no events reported in this reporting month. The last event occurred on April 5, 2012 for an ankle injury that resulted in a DAFW. There have been no events for a 35 month period ending March 31, 2015.

Analysis: A total of 107,030 combined work hours were posted in the reporting month. This represented a 7.17 % increase in work hours from the previous months reporting period of 99,876 hours. There have been no significant events related to the TISA classifications

Actions:
1. Transitional weather precautions and prevention
2. Field Observations and work practice engagement
3.Excellence Team Field intervention
4. Hazard Identification
5. Coaching and intervention

The indicator is GREEN for the month
Indicator: GREEN
Top Quartile: Current

Comments

Data Source	Owner	Analyzer	Owner Approval Date
Safety Department	Connie Clancy	Chris Naum	04/06/2015

ENCLOSURE to JLIC-15-0003

Part IV

OPERATING DATA REPORTS

James A. FitzPatrick's Monthly Operating Reports for January, February, and March 2015

(NOTE: Operating Reports are now transmitted (electronically) to the NRC on quarterly intervals.)

OPERATING DATA REPORT

DOCKET NO. 333
UNIT NAME **FitzPatrick Unit 1**
DATE April 15, 2015
COMPLETED BY M.Lewis
TELEPHONE 3153496107

REPORTING PERIOD: January 2015

1.	**Design Electrical Rating**	816.00
2.	**Maximum Dependable Capacity (MWe-Net)**	813.00

		This Month	Yr-to-Date	Life Of Plant
3.	**Number of Hours the Reactor was Critical**	744.00	744.00	281,412.31
4.	**Number of Hours Generator On-line**	744.00	744.00	275,391.32
5.	**Reserve Shutdown Hours**	0.00	0.00	0.00
6.	**Net Electrical Energy Generated (MWHrs)**	629,341.00	629,341.00	212,156,651.00

UNIT SHUTDOWNS

No.	Date	Type F: Forced S: Scheduled	Duration (Hours)	Reason 1	Method of Shutting Down 2	Cause & Corrective Action Comments
						No occurrences for this time period

SUMMARY:JAF operated at or near 100% power for the month of Jan 2015 with planned losses due to a control rod pattern adjustment, a control rod sequence exhange and unplanned Megawatt losses due to a dump valve related to a Moisture seperator reheater.

1

Reason:
- **A Equipment Failure (Explain)**
- **B Maintenance or Test**
- **C Refueling**
- **D Regulatory Restriction**
- **E Operator Training & License Examination**
- **F Administration**
- **G Operational Error (Explain)**
- **H Other (Explain)**

2

Method:
- **1 Manual**
- **2 Manual Trip/Scram**
- **3 Automatic Trip/Scram**
- **4 Continuation**
- **5 Other (Explain)**

OPERATING DATA REPORT

DOCKET NO. 333
UNIT NAME **FitzPatrick Unit 1**
DATE April 15, 2015
COMPLETED BY M.Lewis
TELEPHONE 3153496107

REPORTING PERIOD: February 2015

1.	**Design Electrical Rating**	816.00
2.	**Maximum Dependable Capacity (MWe-Net)**	813.00

		This Month	Yr-to-Date	Life Of Plant
3.	**Number of Hours the Reactor was Critical**	672.00	1,416.00	282,084.31
4.	**Number of Hours Generator On-line**	672.00	1,416.00	276,063.32
5.	**Reserve Shutdown Hours**	0.00	0.00	0.00
6.	**Net Electrical Energy Generated (MWHrs)**	573,013.00	1,202,354.00	212,729,664.00

UNIT SHUTDOWNS

No.	Date	Type F: Forced S: Scheduled	Duration (Hours)	Reason 1	Method of Shutting Down 2	Cause & Corrective Action Comments
						No occurrences for this time period

SUMMARY:JAF operated at or near 100% power for the month of Feb 2015 with no uplanned or planned losses

1

Reason:
- **A Equipment Failure (Explain)**
- **B Maintenance or Test**
- **C Refueling**
- **D Regulatory Restriction**
- **E Operator Training & License Examination**
- **F Administration**
- **G Operational Error (Explain)**
- **H Other (Explain)**

2

Method:
- **1 Manual**
- **2 Manual Trip/Scram**
- **3 Automatic Trip/Scram**
- **4 Continuation**
- **5 Other (Explain)**

OPERATING DATA REPORT

DOCKET NO. 333
UNIT NAME **FitzPatrick Unit 1**
DATE April 15, 2015
COMPLETED BY M.Lewis
TELEPHONE 3153496107

REPORTING PERIOD: March 2015

1.	**Design Electrical Rating**	816.00
2.	**Maximum Dependable Capacity (MWe-Net)**	813.00

		This Month	Yr-to-Date	Life Of Plant
3.	**Number of Hours the Reactor was Critical**	743.00	2,159.00	282,827.31
4.	**Number of Hours Generator On-line**	743.00	2,159.00	276,806.32
5.	**Reserve Shutdown Hours**	0.00	0.00	0.00
6.	**Net Electrical Energy Generated (MWHrs)**	633,657.00	1,836,011.00	213,363,321.00

UNIT SHUTDOWNS

No.	Date	Type F: Forced S: Scheduled	Duration (Hours)	Reason 1	Method of Shutting Down 2	Cause & Corrective Action Comments
						No occurrences for this time period

SUMMARY:JAF operated at or near 100% power for the month of March 2015 with no uplanned or planned losses

1

Reason:
- **A Equipment Failure (Explain)**
- **B Maintenance or Test**
- **C Refueling**
- **D Regulatory Restriction**
- **E Operator Training & License Examination**
- **F Administration**
- **G Operational Error (Explain)**
- **H Other (Explain)**

2

Method:
- **1 Manual**
- **2 Manual Trip/Scram**
- **3 Automatic Trip/Scram**
- **4 Continuation**
- **5 Other (Explain)**

ENCLOSURE to JLIC-15-0003

Part V

SAFETY REVIEW COMMITTEE (SRC) / ONSITE SAFETY REVIEW COMMITTEE (OSRC) MEETING MINUTES

(NOTE: Sent separately due to request for business confidentiality.)

ENCLOSURE to JLIC-15-0003

Part VI
SITE NEWSLETTERS, BULLETINS, EMERGENCY PLAN MAILINGS

Emergency Plan Mailings -

- **Memorandum dated February 12, 2015, Posters mailing for 2015**
- **Oswego County News Release dated March 27, 2015, Testing of New Emergency Notification Sirens to Begin Week of April 6**
- **Memorandum dated April 23, 2015, New siren installation news release**

Site Newsletters –

JAFNews

- **01/06/15 – Entering the RCA? Be Aware of Entry Protocol**
- **01/22/15 – Radiological Postings and Boundaries – Never Manipulate Them**
- **01/22/15 – Unanticipated Dose Rate Alarms – Eliminate Them by Knowing Your Responsibilities**
- **01/22/15 – R22 Preparations – New Transformer Arrives**
- **01/22/15 – FitzPatrick Hostile – Action Drill to be Unlike Any Other**
- **01/22/15 – Cyber Security – What's the Plan?**
- **02/02/15 – "Having a Plan" Important to Our Success**
- **02/02/15 – Before Heading Outdoors – Please Take Note**
- **02/09/15 – Reminder: FitzPatrick Headline News**
- **02/12/15 – OE Procedure Process Updates to Support Revision Six of INPO 12-009**
- **02/13/15 – A Message from GMPO Steve Vercelli**
- **02/21/15 – A Message from GMPO Steve Vercelli**
- **02/23/15 – Not So Close!**
- **03/02/15 – Employee Self Identification Form Available**
- **03/04/15 – Message from Emergency Planning Regarding Tomorrow's Drill – Thursday, March 5**
- **03/09/15 – Change Management Notice to the JAF Emergency Response Organization**
- **03/10/15 – Reminder from Industrial Safety**
- **03/16/15 – A Message from GMPO Steve Vercelli**
- **03/16/15 – Feedback is Key to Unlocking Organizational Health**
- **03/19/15 – Mid-Cycle Assessment Team Headed to FitzPatrick**
- **03/19/15 – Controlling Chemicals at FitzPatrick**
- **03/30/15 – A Message from GMPO Steve Vercelli**

Memorandum

To: Dale Currier, EMO; Tony Verno, Nine Mile Point EP;
Pete Cullinan, FitzPatrick EP

Date: February 12, 2015

Re: Posters mailing for 2015

The 2015 Emergency Planning and You posters were distributed during February 2015 to businesses, including hotels and restaurants; and government buildings and offices in the 10-mile Emergency Planning Zone, as well as all schools in Oswego County.

Nine Mile Point EP's Tony Verno picked up the posters in early February.
An email detailing hand-delivery distribution is attached. Hand-delivery distribution was Completed by

About 426 posters were distributed as follows:
Businesses: 212
Government: 21 plus 30 to county buildings sent via interoffice mail
Schools: 30 to schools in the EPZ.
Another 40 were hand-delivered to SUNY Oswego for the academic and administrative buildings and dining halls, with another 26 delivered with calendars to the residence halls in February 2015.
Selkirk Shores State Park requested 40 for its cabins.
Oswego City requested 15 posters for city offices.

I also included the posters as a handout during media visits in June, and placed posters at the JIC for Public Inquiry staff and media.

Attachments:
- Letters to businesses, schools and government offices
- 2015 Emergency Planning Poster

From the Desk of . . .
Terry Bennett
Emergency Services Program Coordinator
Oswego County Emergency Management
200 N. Second Street
Fulton, NY 13069

315/591-9150
Fax: 315/591-9176

OSWEGO COUNTY
EMERGENCY MANAGEMENT OFFICE
DALE A. CURRIER, CEM
DIRECTOR

200 NORTH 2ND STREET
FULTON, NEW YORK 13069
(315) 591-9150
FAX: (315) 591-9176

February 2015

Dear Oswego County Business Representative:

Your new 2015 poster that explains actions for the public in the unlikely event of a nuclear power plant accident is enclosed.

Please place it where customers and visitors to Oswego County can see it. This will be important information in the event the sirens in the 10-mile Emergency Planning Zone sound to alert the public to a nuclear power plant emergency. It also lists siren testing dates and the Emergency Alert System broadcast stations that will air information about an emergency.

I would like to ask for your assistance in removing any earlier versions of the poster.

This program is sponsored by the Oswego County Legislature, Oswego County Emergency Management Office, Oswego County Tourism, Nine Mile Point Nuclear Station (operated by Exelon Generation) and James A. FitzPatrick Nuclear Power Plant (owned and operated by Entergy Nuclear).

For more information or additional posters, please call Oswego County Emergency Management Office at 315/591-9150.

Sincerely,

Terry Bennett

Terry Bennett
Emergency Services Program Coordinator

OSWEGO COUNTY
EMERGENCY MANAGEMENT OFFICE
DALE A. CURRIER, CEM
DIRECTOR

200 NORTH 2ND STREET
FULTON, NEW YORK 13069
(315) 591-9150
FAX: (315) 591-9176

February 2015

Dear Oswego County Schools Representative:

Your new 2015 poster that explains actions for the public in the unlikely event of a nuclear power plant accident is enclosed.

Please place it where staff, students, and visitors to your school building can see it. This will be important information in the event the sirens in the 10-mile Emergency Planning Zone sound to alert the public to a nuclear power plant emergency. It also lists siren testing dates and the Emergency Alert System broadcast stations that will air information about an emergency.

I would like to ask for your assistance in removing any earlier versions of the poster.

This program is sponsored by the Oswego County Legislature, Oswego County Emergency Management Office, Oswego County Tourism, Nine Mile Point Nuclear Station (operated by Exelon Generation) and James A. FitzPatrick Nuclear Power Plant (owned and operated by Entergy Nuclear).

For more information or additional posters, please call Oswego County Emergency Management Office at 315/591-9150.

Sincerely,

Terry Bennett

Terry Bennett
Emergency Services Program Coordinator

OSWEGO COUNTY
EMERGENCY MANAGEMENT OFFICE
DALE A. CURRIER, CEM
DIRECTOR

200 NORTH 2ND STREET
FULTON, NEW YORK 13069
(315) 591-9150
FAX: (315) 591-9176

February 2015

Dear Oswego County Government Representative:

Your new 2015 poster that explains actions for the public in the unlikely event of a nuclear power plant accident is enclosed.

Please place it where staff and members of the public can see it. This will be important information in the event the sirens in the 10-mile Emergency Planning Zone sound to alert the public to a nuclear power plant emergency. It also lists siren testing dates and the Emergency Alert System broadcast stations that will air information about an emergency.

I would like to ask for your assistance in removing any earlier versions of the poster.

This program is sponsored by the Oswego County Legislature, Oswego County Emergency Management Office, Oswego County Tourism, Nine Mile Point Nuclear Station (operated by Exelon Generation) and James A. FitzPatrick Nuclear Power Plant (owned and operated by Entergy Nuclear).

For more information or additional posters, please call Oswego County Emergency Management Office at 315/591-9150.

Sincerely,

Terry Bennett
Emergency Services Program Coordinator

Oswego County
Public Information Office
46 East Bridge Street Oswego, NY 13126
phone: 315-349-8322 fax: 315-349-8224
Janet Clerkin,
Tourism & Public Information Coordinator

[Public Information Main Menu] [Oswego County Homepage]

March 27, 2015

Testing of New Emergency Notification Sirens to Begin Week of April 6

Fulton -Testing of the new Nine Mile Point emergency notification sirens installed by Exelon Generation and Entergy Nuclear will begin the week of April 6. Residents may hear individual soundings of sirens in short bursts for the next few weeks as the startup and commissioning is completed.

Full testing of the new sirens will be announced by Exelon Generation when a schedule is established and will not affect the published schedule of the siren system currently in place. Individual sirens in the new system will be tested audibly for a few seconds to ensure functionality.

The project is a joint effort by Exelon Generation, which owns and operates Nine Mile Point Nuclear Station, and Entergy Nuclear, which owns and operates the James A. FitzPatrick Nuclear Power Plant, to upgrade the public warning system. It includes replacing the 37 existing sirens and installing two additional sirens, as well as the addition of battery backup-power to all 39 sirens in the 10-mile radius around the nuclear power plants.

The system is operated by Exelon Generation and serves both of Oswego County's nuclear facilities; however, it can also be called upon by county emergency management authorities to provide notification in any type of emergency.

The warning sirens are one of several methods used by Oswego County emergency management authorities to notify the public of emergencies. In an emergency, the sirens would be sounded prior to an Emergency Alert System message broadcast on stations that participate in the Oswego County Emergency Alert System. The message would tell people why the sirens sounded and what actions they should take.

"The sirens are not a signal to evacuate," Oswego County Emergency Management Office Director Dale A. Currier emphasized. "People should always consult an EAS broadcast station to hear instructions by Oswego County officials on what they should do."

The new sirens will sound at a volume similar to the old ones. There will be a change to the frequency of testing and details will be shared on these changes. Until the new system is fully tested and approved by federal officials, the existing system will remain in place. In the meantime, quarterly testing of the current system will continue the week of May 4 with audible evening tests planned.

"We appreciate Exelon Generation's and Entergy Nuclear's commitment to public health and safety and the investment they've made in the new system," Currier said. "The new sirens will enhance our ability to warn people of an emergency."

EAS stations are listed in the 2015 "Public Emergency Response Information" calendar that was mailed to residents of the Emergency Planning Zone in December. The calendar is available online at http://www.oswegocounty.com/emo.shtml. EAS stations are also listed in the yellow pages of local telephone directories.

The public is not required to take protective action during the siren tests.

Anyone who has questions about the tests or any aspect of emergency planning may contact the Oswego County Emergency Management Office at 591-9150 or 1-800-962-2792.

Questions about the Oswego County Public Information Office?
E-Mail

Memorandum

To: Dale Currier, EMO; Jim Jones, FitzPatrick EP; Budd Westermann, Nine Mile Point EP

Date: April 23, 2015

Re: New siren installation news release – 3/2015

Commissioning of the new siren system being installed in the 10-mile Emergency Planning Zone by Exelon Generation and Entergy began the week of April 6.

A news release announcing the commissioning – with short bursts of audible testing on each siren – was issued March 27 following collaboration with Jill Lyon and Chelsea Troutman of Exelon and Tammy Holden of Entergy.

Tammy, Jill and I followed that up with a visit to The Palladium Times on Thursday, April 2, to explain the new system and how it's different from the old. A news story from that visit was published early the week of April 6.

When final dates are established for the full testing of the new system, news releases will be sent to the local media and posted on the county website, www.oswegocounty.com/emo. In addition, a reminder of the commissioning of the new system was included in the May 2015 quarterly siren testing news releases on the current system.

The news release for the April 6 commissioning is attached.

From the Desk of . . .
Terry Bennett
Emergency Services Program Coordinator
Oswego County Emergency Management
200 N. Second Street
Fulton, NY 13069

315/591-9150
Fax: 315/591-9176

Entering the RCA? Be Aware of Entry Protocol

1/6/2015

If you are planning to enter the radiologically controlled area (RCA) of the plant you need to be aware of the site's RCA entry protocol. Each entry into the RCA requires a radiation work permit (RWP) and a work order (WO) just like previous years.

So what's different?

1. There are no department specific RWPs
2. The RWPs are room based
3. The RWPs are assigned and validated at the task level
4. RWP 20150001 has been created for self-brief. If your WO has not been validated to RWP 20150001, you are required to be briefed by Radiation Protection prior to entry into the RCA.

How to log into the RCA?

Each WO task has been evaluated and assigned to a RWP. If you find a WO task without a RWP identified, contact radiation protection to have one assigned prior to entry into the RCA.

Once the RWP has been identified, the sign in process is the same as last year.

1. Place the dosimeter in front of the reader
2. Scan the back of your dosimeter
3. Select the RWP from the Pull down menu (or type the exact RWP number in the box)
4. Type the WO number with task (no dashes) or scan the barcode on the task page of the WO. All typed numbers must be exactly as printed as they have been validated and must match.

Example: Work Order 00319791 task 01 would be typed as 0031979101
Work Order 00319791 task 20 would be typed as 0031979120

If you are not granted entry, either the number was not typed exactly or the WO has not been assigned to the RWP. Remember, they are validated and must match.

For additional assistance or questions, contact radiation protection.

Radiological Postings and Boundaries – Never Manipulate Them

1/22/2015

Radiological boundaries and postings are put in place to keep workers safe and limit dose. Recently it's been identified that some radiological boundaries have signs and postings added to the ropes that were not placed there by Radiation Protection personnel. No one except RP is permitted to manipulate radiological boundaries and postings.

Here are some important reminders and refreshers on radiological postings and boundaries:

- RP Postings and barriers are in place to protect workers and to meet regulatory requirements
- RP Postings and barriers should only be put in place, moved or taken down by RP personnel
- Notify RP immediately if you see a RP sign or rope that has fallen or is out of place

Unanticipated Dose Rate Alarms – Eliminate Them by Knowing Your Responsibilities

1/22/2015

The station experienced an increased trend in unanticipated Dose Rate Alarms in 2014. This negative trend warrants additional focus to ensure all personnel who enter the RCA understand the purpose and significance of these alarms. This refresher information provides the information personnel need to prevent an unanticipated dose rate alarm and individual responsibilities to comply with our RP Program.

The Why:

Why unanticipated dose rate alarms are an issue? The purpose of the dose rate alarm is to warn an individual that radiological conditions in the area they are accessing higher than the dosimeter set point. The cause could be a system transient not expected, movement of radioactive material through area or the dose rates in the area are greater than the dose rate alarm on the task that was signed into. The bottom line is that the dose rate alarm is designed to "PROTECT THE WORKER" by informing them that radiological conditions are not as expected or authorized so that the individual can leave the area and inform RP for an investigation to occur. All personnel and the station through the RP organization and program are required to ensure that individuals working in the RCA are briefed, aware and knowledgeable of their radiological conditions at all times and respond to unexpected conditions to keep individual doses ALARA (as low as reasonably achievable).

What Does This Mean To You?

You must check in at the RP Desk prior to each RCA entry and effectively communicate ALL areas that will be entered. You must understand your Electronic Alarming Dosimeter (EAD) set points and how they can be affected. If there are any questions at any time stop and ask RP for assistance. Help FitzPatrick complete 2015 with zero unanticipated dose rate or accumulated dose alarms.

R22 Preparations – New Transformer Arrives

1/22/2015

In preparation for refueling outage 22, a new transformer arrived to FitzPatrick last week. The transformer is the replacement for 71T-4, Normal Station Service Transformer. It's the last original large power transformer on site. During R22, the old 71T-4 will be removed from service and kept on site as a spare unit. The new transformer was brought in to the protected area last week and is staged on the west side of the site near the exit from the Old Admin building and will stay there until it is installed during R22.

The transformer was built in Columbia by Siemens, brought by container ship to Houston Texas and traveled to FitzPatrick by tractor trailer.

Below is a picture of the transformer shortly after it arrived onsite.

FitzPatrick Hostile-Action Drill to be Unlike Any Other

1/22/2015

A hostile-action based (HAB) graded exercise planned October 20 at FitzPatrick Station will be unlike any other in emergency preparedness for the nuclear industry. It's the first one to be conducted in the United States where dual licensees will participate and be graded onsite by the NRC and offsite by the Federal Emergency Management Agency (FEMA). Exelon's Nine Mile Units and Entergy's FitzPatrick stations are partnering with outside public-private agencies to demonstrate our abilities to protect the safety and health of the public.

During the exercise, the plants and offsite teams will participate in a real-time simulated attack scenario designed to be as realistic as possible. The exercise will involve local law enforcement officers, New York state police, the Federal Bureau of Investigation, ambulance, fire and emergency medical response personnel and state and local emergency management agencies.

In addition, the Oswego County Sheriff's Office will establish an incident command post to coordinate command and control functions with plant staff and outside agencies.

Security requirements at nuclear power plants have always been among the most intense of any industry. But the terrorist attacks of September 11, 2001 prompted the Nuclear Regulatory Commission to issue new rules calling for plants to more proactively address hostile-threat scenarios in their emergency preparedness programs.
Before 2001, a small number of emergency exercises involved simulated hostile actions, but drills were limited in scope and outside participation. Today's hostile-action drills are designed to demonstrate a plant's ability to coordinate and integrate onsite security, operations, and emergency response personnel with a wide variety of offsite organizations.

The NRC and the Federal Emergency Management Agency began evaluating drills in 2012. Plants are required to conduct hostile-action drills every eight years under the new rules, in addition to biennial emergency exercises that simulate response efforts during radiological events
On January 14 a table top drill was conducted in preparation for the October 20 exercise. More than 100 individuals attended the all-day event. Attendees represented the following organizations:

- Oswego City Police
- Scriba Volunteer Fire Department
- Oswego County Emergency Management, Fire, EMS, Sheriffs & 911 Center
- New York State Public Service Commission, Office of Emergency Management, Department of Health & State Police
- United States Coast Guard and Border Patrol
- Nuclear Regulator Mission
- Federal Emergency Management Agency
- Entergy FitzPatrick
- Exelon Nine Mile Units 1 & 2

Several more table tops and focus area drills are planned in preparation of the graded exercise to provide opportunities for practice and preparation for both FitzPatrick personnel and outside agencies.

Pictures shown in this article was captured during the offsite table top conducted on January 14.

Cyber Security – What's the Plan?

1/22/2015

In order to confront the risk of cyber attack, the Nuclear Regulatory Commission requires cyber security defense-in-depth protective strategies for all nuclear plants. These strategies provide protection for certain components and systems that satisfy specific conditions and are known as critical digital assets (CDAs). To fulfill NRC requirements, on November 7, 2012 procedure EN-IT-103-01: Control of Portable Digital Media Connected to Critical Digital Assets went into effect.

This procedure is part of Entergy's strategy to provide protection for CDAs from the effects of malicious software transferred from portable digital media such as thumb drives and laptops. Any personnel at Entergy nuclear power plants that need to connect portable digital media such as thumb drives and laptops to CDAs are affected by this policy. This includes information technology, instrumentation and controls, engineering, security and emergency preparedness team members, and vendors that support these departments.

It's everyone's responsibility to know if it's ok to connect to equipment in the plant and to report anything that doesn't seem right. The NRC will conduct a cyber security inspection at FitzPatrick March 16 – 20. Additional information about the inspection and our cyber security strategies and expectations will be shared in future communications. The NRC will also be onsite March 2 for an information gathering visit.

From: IEUpdate@entergy.com
Sent: Monday, February 02, 2015 3:16 PM
To:
Subject: 2-02-15 "Having a Plan" Important to Our Success

2/02/15 - "Having a Plan" Important to Our Success

One of the basic things I have learned as a leader over the course of my career is that you must "have a plan" to be successful. Employees count on their leaders to have a plan for their organization. While that sounds simple, it takes time, effort and thoughtfulness to develop a good business plan.

As I mentioned in my last blog, EWC achieved most of its goals and objectives in 2014 because the leadership team had developed a well thought out plan, and the entire team was committed to and held accountable for executing on the plan.

This year, while the EWC business plan is very similar to last year's in regards to long-term objectives, the difference is that the leadership team, consistent with the leadership practices outlined below, is committed to active engagement with our employees to ensure that each:

1) Knows we have a business plan and understands the "Transformation Roadmap" for the company, as well as the Nuclear Excellence Model.
2) Understands their role and what is expected of them to support the plan.
3) Has regular "open and genuine" communication with their leaders in regards to their performance; challenges or opportunities they may face; and career development.
4) Has the opportunity to provide input and share their thoughts on business issues.
5) Is held accountable to meet the expectations set for them.

Leadership Practices:

- **Engaged leadership -** Be engaged leaders. We are approachable and visible to employees and ask the opinions of others before making

important decisions. We remove barriers for employees and create a sense of teamwork, inclusion, and mutual support throughout the company.

- **Clear direction -** Provide employees with clear direction. We clearly communicate the vision and mission throughout the organization and translate them into specific strategic goals and milestones. Employees understand how their work supports achievement of the vision and mission.

- **Open and trusting environment -** Create an open and trusting environment. We encourage our leaders to consult their employees on issues that affect them. We encourage our people to speak up and have honest, candid and open discussions.

- **Role clarity -** Provide role clarity. People within our organization understand how their job fits into the big picture and how what they are working on contributes directly to the overall vision and mission of the company.

- **Accountability and motivation -** Emphasize accountability and motivation. We solicit feedback from, and provide feedback to, employees. Leaders create clear links between performance and consequences and provide attractive incentives to foster high performance.

- **Career development -** Create career development opportunities for people. We actively engage with employees to develop their careers. We ensure attractive career opportunities are offered based on merit.

Each employee should receive a copy of the EWC 2015 Business Plan this week, as well as the overall nuclear Fleet strategy. Please take time to review the plans and expect your leader to meet with you within the next 30 days to review with your organization and discuss specific expectations of you and your team. The Board of Directors recently approved our earnings targets for 2015 which will be shared with you, as well as other specific goals and objectives for the business and your team.

2015 is our opportunity to become even more effective as an organization and achieve world-class results. While we are facing headwinds with low commodity pricing and operational challenges to start the year, I am counting on every leader and employee within the EWC organization (business, operations and support teams) to rise to the occasion and meet our commitments to all of our stakeholders. I know and trust that we will be successful as a team.

Lastly but most importantly, please ensure that you take the time this year to be safe in all you do, both at work and at home. Do not take shortcuts. Be deliberate and follow the rules. Demonstrate trust, honesty, fairness and integrity. Continuously reinforce high standards and do what you say you will do.

Remember, there are many who count on you to come home the same way you left. Don't let them down.

Thanks in advance for your continued support. It is sincerely appreciated.

Here we go.....

Take care.

Bill Mohl
President, EWC

From: JAFNEWS
Sent: Monday, February 02, 2015 12:27 PM
To: JAF_ALL
Subject: Before Heading Outdoors - Please Take Note

Importance: High

A Special Reminder Before Heading Outdoors and While Traversing the Site - Take Precautions to Prevent Injuries

Due to the Severe Weather we are experiencing, take additional precautions to reduce risk and increase your personal safety.

- Anticipate the potential for slippery snow and ice covered conditions and take extra caution on walkways, parking lots and roadways.
- Be sure to wear the proper footwear for the conditions. Wear Spikey's or Yak Traks when walking/working outside during hazardous conditions.
- Adjust your pace based on the conditions and be cognizant of your foot placement.
- Anticipate and prepare for wind gusts while walking and when entering and exiting building doorways.
- ALWAYS travel along designated walkways and surfaces. Be aware of changing conditions and risks.
- Don't get distracted while walking outside. Refrain from carrying large loads or using cell phones and keep eyes on path!
- Recognize the conditions and consider task postponement or deferral.
- Discuss potential weather hazards during Pre-Job Briefs.
- Maintain a heightened sense of Situational Awareness.
- Blowing snow may cause limited visibility, STOP when unsure and proceed when safe.
- Identify hazards and report them appropriately.

Take your time and implement safe work practices.

Spikey's / Yak Traks are available via Vendor Managed Inventory through the Warehouse.

From: JAFNEWS
Sent: Monday, February 09, 2015 10:43 AM
To: JAF_ALL
Subject: Reminder: FitzPatrick Headline News

Reminder: As previously communicated, FitzPatrick news will be issued weekly via email from IEUpdate@entergy.com. See last week's version below.

JAFNEWS/JAFALL emails will be used for emergent/time sensitive plant related news and SVP Brian Sullivan's "Ask Brian" weekly emails.

Be sure to take time to read FitzPatrick's Weekly Headline News. The articles issued weekly are also posted on the site's SharePoint page: https://myentergy.entergy.com/sites/nuclear/north/JAF/Pages/FitzPatrick.aspx

---

From: IEUpdate@entergy.com [mailto:IEUpdate@entergy.com]
Sent: Thursday, February 05, 2015 12:05 PM
Subject: FitzPatrick Headline News - February 5, 2015

Entergy
Nuclear Excellence
We Power Life

FitzPatrick Nev

A message for all FitzPatrick employees
2/5/15 - FitzPatrick Headline News

Focusing on Nuclear Excellence - FitzPatrick is Committed
It's easy to see where FitzPatrick's site specific focus areas fit into the fleet focus of Nuclear Excellence. Site-specific objectives and our site focus areas are connected with fleet strategies of reaching and sustaining excellence.

Congratulations to the LOI 14-2 Class
FitzPatrick teammates recognized for completing the licensed operator training program.

FitzPatrick's Cyber Security Plan Requires Your Attention
Fitzpatrick's Cyber Security Plan together with your awareness of the importance of the CSP will ensure digital computer and communication systems and networks are adequately protected against cyber attacks.

Bowling, Ice Cream and More Planned to Support Habitat for Humanity and Our FitzPatrick Dancers

Upcoming Activ

February 17?
EP Drill - Dose Assessment

February 18?
OE Management Review M

February 19
All Hands Meetings

February 23 - 27?
Mid-Cycle Assessment Dat
(New Date)

March 2 ?- 27
NRC Cyber Security Inspec
Activities

Let's have some fun bowling, eating ice cream and supporting Habitat for Humanity and our FitzPatrick Habitat Dancers.

ENSHAPE Issues February Edutainment
Change Your Choice - Change Your Life.

Important Messages from Rad Protection

Never Repair Your DLR on Your Own - Reminder from Rad Protection
In no circumstance should individuals attempt to repair their DLR.

New Bag and Drum Requirements in the RCA
Beginning immediately, green plastic bags will only be used in the RCA for carrying clean material to the worksite.

Rad Workers to Schedule Their Own Fit Tests
Beginning February 16, Entergy FitzPatrick radiation workers will be expected to schedule their own Fit Test.

Fleet & Company News

2015 Fleet Business Plan focuses on Nuclear Excellence
This year's Fleet Business Plan outlines our path to achieve excellence and reinforces our commitment to support both the Utility and EWC businesses.

.

Entergy Reports Fourth Quarter and Full Year Earnings, Initiates 2015 Operational Earnings Guidance
Highlights include deployment of capital plan, sales growth to maintain rate advantage, progress at Indian Point.

For companywide news and information, check out myEntergy.

March 5
EP Drill - Team 3

March 9 - 19
Online Noble Chemistry Ap

March 10 - April 30
NRC ISFSI Operational Ins

March 23 - 27
Mid-Cycle Assessment (Ne

March 30 - April 23
2015 BWRT Program

OE Procedure Process Updates to Support Revision Six of INPO 12-009

2/12/2015

Who is affected?

All Institute of Nuclear Power Operations INPO consolidated event system record writers—operating experience coordinators and EPIX coordinators.

What is the change?

INPO has rolled out revision number 6 to INPO 12-009—*INPO Consolidated Event System Reporting Requirements and Standards*. The basic changes in this revision are to align the INPO and WANO OE reporting requirements into a generic standard. In support of this, the existing 50 day reporting structure for ICES reports has been reduced to 30 days and the development of a new "initial tentative" record has been established. The EN-OE-100—*Operating Experience* procedure and EN-FAP-OE-001—*ICES Repor*t procedure have been modified to reflect the required process changes.

In the case of EN-OE-100, this was able to be accomplished with an editorial revision thus limiting the scope of the change management impact. The EN-FAP-OE-100 procedure required more extensive changes to support the 30 day process and the bulk of the change plan will focus on this procedure process.

Why is the change occurring?

INPO changed the requirements and performance metrics for the industries reporting of OE and Entergy was required to change to adopt the new standards. These new standards align the US INPO organization with the broader WANO organization which will assist in providing all nuclear plants world-wide with timely, relevant OE to help prevent another event from occurring.

When is the change effective?

February 16, 2015.

From: JAFNEWS
Sent: Friday, February 13, 2015 3:21 PM
To: JAF_ALL
Subject: A Message from GMPO Steve Vercelli

Entergy
Nuclear Excellence
We Power Life

A Message from GMPO Steve Vercelli

Well, it's been a little over 3 weeks now and I have come to a few revelations:

1. It never stops snowing here. I have tried to picture the snow as white sand but that doesn't quite seem to work. So time for me to quit whining and accept it.
2. The people at Vermont Yankee were correct, the people here are great. People have been very welcoming and all seem to want the best for the site. Unlike Vermont, the people in the community local to FitzPatrick that I have met are also very friendly, down to earth, and don't hate the plant. It looks like this will be a great place to live.

I have been amazed at the passion for fixing the plant. This week's planned work involved maintenance activities that placed the plant in a single point vulnerability condition with motor control centers L43 and L44 cross tied. In this configuration, we were one breaker away from losing both stator water cooling pumps which would result in a turbine trip. The maintenance was performed in accordance with the schedule but when we attempted to close in the disconnect to return to normal configuration the disconnect would not close. Shift personnel worked with the duty team and got a work order planned and a couple of our electricians volunteered to stay over and attempt to lubricate the disconnect and get it closed in. Unfortunately, it did not work. The following morning, the FIN team was able to utilize a penetrant to free up the disconnect and restore the motor control centers to normal configuration.

During the challenge meeting we had conducted to discuss the issue with the disconnect, the type of lubricant being used was challenged and the decision was made to use a different lubricant versus Kroil (recommended by the vendor and used in the past). This was a great challenge but I should have challenged a little more as to why we would do this if the Kroil was successful in the past. A lesson learned for me – keep challenging the status quo and make sure we are correct. Thanks to all who assisted in the restoration!

Yesterday, after the team was looking into loading concerns on the station air compressors they discovered some significant air leaks that were able to be repaired and lowered the loading on the compressor. The team executed great technical rigor in analyzing the problem and driving to resolution.

Couple of areas we need to work on. There have been a couple of instances recently of administrative procedures that we may not be fully aware of. We had a locked high rad door not properly secured. We were fortunate an observer was present when a group of people entered the locked high rad area without locking the

door behind them. This is a serious condition as an unlocked high radiation door could lead to unplanned access to a high rad area and unplanned exposure to a worker.

High Rad doors *must be locked at all times requirements are contained in EN RP 101*

[1] Entrances or access points to LHRAs shall remain locked EXCEPT during periods of access by personnel under an approved RWP. The following guidelines shall be used:

(a) Lock each access to a LHRA, **OR**

(b) Establish an Access Control Guard to prevent unauthorized entry following the guidelines of section 5.10,

Some important reminders about our corrective action process…

There have been some corrective actions closed out incorrectly. When closing out a corrective action make sure you are reading exactly what it is asking for to ensure you are answering it correctly. Also, don't close the corrective action to a promise. We spend a lot of time and effort with the corrective action process and when we are done with the issue we want it to be killed dead so it never raises its ugly head again.

A couple of things to think about when you are making corrective actions:

- How did it happen?
- Was training an issue, if so don't just think about fixing it for the people who work here what about new people that may be hired in the future?
- Is it an infrequently performed activity that we may need to read up on administrative requirements, need just in time training for, or maybe a detailed brief at the job site, or utilizing pictures or drawings to help restore a faded memory?

Let's continue to keep our heads in the game and our eyes on the ball and look out for each other and we will be number one in the Industry.

Steve

From: JAFNEWS
Sent: Saturday, February 21, 2015 12:06 PM
To: JAF_ALL
Subject: A Message from GMPO Steve Vercelli

Entergy
Nuclear Excellence
We Power Life

A Message from GMPO Steve Vercelli

Well, this last week we had the opportunity to present to and be challenged by the fleet at the Operational Excellence MRM. The OE MRM was held onsite Wednesday and included senior leaders from across the fleet. It was a great opportunity to present what we were doing well as well as explain some of the challenges we've encountered and actions we are taking to kill them dead. At the meeting each department presented their performance indicators and discussed how their group is progressing on goals, identifying trends, and focusing on areas that need attention..

Great messages were shared from both Ventosa and Mitchell regarding our performance. They like what we have accomplished and noted that they easily see us being at the top of the industry with the ability of the people we have at JAF. From a fleet ranking standpoint I did put Palisades Site VP Tony Vitale on notice as Palisades is number one in fleet metrics until replaced by the Fitzpatrick team.

We have had some struggles this week with respect to removing items from our pockets and using the small articles monitor (SAM) to survey them out when exiting the RCA. This expectation prevents the release of radioactive material from the RCA. In December radioactive material was removed from the RCA without being released thru the SAM. It was detected at the protected area exit point. We can't have this happen. When you are leaving the RCA empty your pockets and place all items in the SAM. If you have questions, the professionals in the Radiation Protection department would be more than happy to answer them.

Now from an excellence in Engineering point of view. One of our engineers was looking at why we keep having control rod drive high temperatures when one of our drives is moved from position 46 to 48. Utilizing industry OE he looked at video from the outage and it appears that the fuel bundle may be slightly elevated. In this situation there is a possibility that this is causing bypass flow from the fuel support piece and when the blade is fully withdrawn causing the high temp. We are looking at this with Reactor Engineering, Corporate Fuels and GE to evaluate this condition. The preliminary look by Fuels and Reactor Engineering is we will not have issues if the support piece is raised. Great Job by engineering!

At the post work week critique it was brought out that we completed 100% of the scheduled work for the week. This is indicative of the entire team working together to develop a good plan, executing the plan, and solving problems that come up. Great job to all involved!

I had the opportunity to sit down with Engineering, Refuel Services and NDE services to discuss the In Vessel Visual Inspections and In Service Inspections for our next refuel outage. This gave me a good picture of the

upcoming scope of the outage and the number of special tooling that will be required to perform reactor internals outage work. Just a highlight of the tooling needed is the Stinger (submarine type vessel that can lock onto the steam dam and deploys an arm to do visual inspections). The Stinger was a recent development in the industry first used at Plant Hatch and at Pilgrim. This allowed the removal of a significant number of personnel that sat in the platform above the reactor and reduced both dose and cost.

Another tool that will be needed is the Teidi tool (see picture). This tool sits in fuel cell locations around the edge of the core, and deploys arms that inspect the core shroud from the internal. We cannot inspect externally due to the 10 tie rods that were installed as a repair for flaws in the horizontal welds of the shroud. This tooling was deployed about 10 years ago and successfully can inspect these welds. We will also have to inspect core spray piping welds unless we can get a revision made to the Vessel Inspection program. It's with the NRC for approval. Lastly, we have the Reactor Pressure Vessel internal weld inspections. As you can see a great deal of refuel outage planning and preparation is already underway. Key to a great outage is early engagement from all groups. What are you doing to look at outage preps?

Let's continue to keep our heads in the game and our eyes on the ball and look out for each other and we will be number one in the Industry.

Steve

From: JAFNEWS
Sent: Monday, February 23, 2015 3:29 PM
To: JAF_ALL
Subject: Not So Close!

Not So Close!

The FitzPatrick Maintenance Support Group has performed an outstanding service this winter keeping the plant's parking lots clear of snow and ice, ensuring walkways are clearly marked and passable, and spreading snow melt and salt to melt what accumulates.

You all know looking for trends is a big part of how we do business in the nuclear world. Lately, a particularly worrisome trend has been developing. There have been reports of personnel walking and driving to close too snow removal equipment. The big problem with negative trends is that - if not corrected - they usually end up with an incident and sometimes an injury or fatality. Personnel must keep a safe distance away from snow plows, dump trucks, snow blowers and all heavy equipment.

Watch out for yourself and watch out for one another. It's our own responsibility to be extra-vigilant to not put ourselves or anyone else in harm's way. Make eye contact with drivers to make sure they see you and stay as far away as possible from snow removal and heavy equipment.

Thank you for your attention and let's keep each other safe!

From: IEUpdate@entergy.com
Sent: Monday, March 02, 2015 11:51 AM
To:
Subject: 03/02/2015 - Employee Self Identification Form Available

03/02/2015 - Employee Self Identification Form Available

A message for: all Entergy employees

The optional self identification site is now available for employees to update veterans and disability status. **The site** will remain open until March 31.

As previously mentioned in **myEntergy announcements**, you will be resurveyed every five years to solicit your veterans and disability status. You will also receive a reminder at least once during the intervening period between surveys to update your status.

Responses to these invitations to self-identify are purely optional and individual responses will be maintained as confidential. Aggregate data may be used to enhance the Entergy system companies' equal employment opportunity program. Individual responses will not, however, be revealed to management and will not be used for any purposes related to hiring, performance reviews, accommodations or any terms and conditions of employment. Accordingly, if an employee or applicant has, for example, self-identified as disabled and needs an accommodation, he or she will need to use the company's reasonable accommodation process because his or her management and HR management support will not have this information.

Please **use this link** to access the site. If you have any questions regarding the self-identification process, contact employee services at (800) 824-5588 or refer to the **FAQs**.

From: JAFNEWS
Sent: Wednesday, March 04, 2015 7:52 AM
To: JAF_ALL
Subject: Message from Emergency Planning Regarding Tomorrow's Drill - Thursday, March 5

Message from Emergency Planning Regarding Tomorrow's Drill - Thursday, March 5

Tomorrow, Thursday, March 5, a full-scale emergency plan practice drill will be conducted with team 3 personnel. The drill will include the activation of emergency facilities and full participation by Exelon's Nine Mile Point – including co-operation of the EOF and JIC. This drill will NOT be evaluated for NRC Performance Indicator Credit (DEP) which will allow for maximum training opportunity with both the JAF and NMP staff at the JIC and EOF.

Initial plant conditions at JAF at the time the drill begins are as follows:

- The Reboiler has been out of service since the last outage
- The plant has been operating at the current state for 149 days
- There are no active Limiting Conditions of Operation (LCO)
- It is a normal Thursday work day

The drill rules should be reviewed by all individuals including non-participants. Click here to review the rules.

If you should have any questions please contact Emergency Planning.

Thank you for your support of the Emergency Planning Program.

From: JAFNEWS
Sent: Monday, March 09, 2015 12:27 PM
To: JAF_ALL
Subject: Change Management Notice to the JAF Emergency Response Organization

Change Management Notice to the JAF Emergency Response Organization

Summary of Change:

SAP-20. Emergency Plan Training, has several important changes in content.

1. SAP-20 previously described the Emergency Response Organization structure and training requirements. ERO structure is now detailed in EN-EP-801. ERO training requirements have been revised and are in SAP-20 which has been retitled “Emergency Plan Training”.
2. Personnel assigned to new ERO positions are required to complete their new qualification in 3 months versus the previous 6 months. This is intended to help manage ERO vacancies.
3. ERO re-qualification is required annually now, versus 12 months plus three months grace period. This aligns JAF with fleet and federal requirements. NOTE: Check your ERO qualifications coming due carefully. You may find that the change to an annual requirement may result in your having to requalify quicker than you were aware. Please contact training with questions.
4. ERO positions whose duties are similar to a person’s day-to-day job no longer require a drill to qualify.
5. Personnel are expected to be active in obtaining their ERO qualification. This includes self-study and use of qualified incumbents as mentors to facilitate the qualification process.
6. Personnel ERO qualifying in drills are expected to perform as a player and perform the major activities required of the position they are qualifying for, with a qualified incumbent as a mentor.

When will change occur:

This procedure change went into effective March 6, 2015.

Who will be impacted:

All JAF ERO members

Action you should take:

Check your ERO qualifications coming due carefully. You may find that the change to an annual requirement may result in your having to requalify quicker than you were aware. Please contact Training with questions.

From: JAFNEWS
Sent: Tuesday, March 10, 2015 9:42 AM
To: JAF_ALL
Subject: Reminder from Industrial Safety - Staying safe as we transition to slightly milder temperatures

Reminder from Industrial Safety

As we transition to slightly milder temperatures above freezing during a brief respite this week, all employees are reminded to remain vigilant to changing conditions as they traverse the site grounds and in the parking lot.

- Daytime sunlight and thawing gives way to freeze conditions in the late afternoon and evening hours. This results in a freeze-thaw cycle that will continue periodically until warm weather returns, requiring focused situational awareness.
- Pay close attention to parking lot conditions exiting and entering your vehicle, travel paths and accessing site buildings that may be in the shadow and shade of the building; as these are susceptible to having black ice and glazing that may not be readily apparent.
- Continue to implement effective work practices outside while working as well as entering and exiting the site, changing work surface conditions may result in an unidentified hazard.
- When a hazardous travel path condition is apparent, if available apply salt treatment, identify and mark the hazard or contact Maintenance Support for assistance.
- We've weathered a very harsh winter - don't let the next few weeks of winter's grip result in a preventable event.

From: JAFNEWS
Sent: Monday, March 16, 2015 8:22 AM
To: JAF_ALL
Subject: A Message from GMPO Steve Vercelli

Entergy
Nuclear Excellence
We Power Life

A Message from GMPO Steve Vercelli

We had a great catch last week driven by excellent engineering. One of our fine engineers working on an assessment discovered that setpoint changes on drywell high pressure switches were never fully implemented in our surveillances. This put us in a situation to promptly look at the calibration history, as left values of the switches from the last time the surveillances were conducted, and determine operability of the instruments. Maintenance, engineering, operations and work management's quick response determined that only one switch needed to be declared inoperable. Our I&C technicians worked through the calibrations in a timely manner to restore the instrument within the new tolerances required from the calculations performed back in 2012. A big thanks to Jim Bishop for his discovery and to the team for the controlled response to restore technical specification required function of our drywell high pressure scram and isolation to an operable status.

This shows not only the engineering rigor being performed but also the willingness to bring forward issues that could shut the reactor down. Safe operation of our unit is maintained by this type of culture. Thanks again.

I performed a tour last week with Paul Esden, Tim Peter and Bob Heath of various areas of the plant. We observed vast improvements in the cleanliness of the plant. I did receive an excellent brief from the RP technician prior to going in the plant. I am pleased to report contaminated areas being released, scaffold being stored properly and our crescent rooms having a significant amount of material removed from the rooms. It's a little disappointing we allowed our emergency core cooling rooms (crescents) to stay in a below standard condition so long after the outage. These rooms should be the showcase for the plant. As we continue to put the plant in a state of excellence please ensure we maintain it that way as we do our rounds and maintenance of the plant. Clean up after yourself, identify areas that need housekeeping and as FitzPatrick professionals let's work together to maintain our pride in our facility.

We had a recent component misposition where we performed a step out of sequence on an Inverter. A DC breaker was closed before we were supposed to open an AC breaker to the inverter. We have numerous human performance tools that can be used to prevent this - prejob briefs, proper place keeping etc. Nothing prevents errors more than ensuring you fully understand the task, what the intent of the manipulation is and the effect of manipulating something in the power plant. We must all take time to reflect on our daily tasks to eliminate the potential for error – how diligent am I being at thinking through my task at hand, am I eliminating

distractions, am I thinking how I can avoid making a mistake, and what actions can I take to make sure IT CANNOT HAPPEN TO ME.

Let’s continue to keep our heads in the game and our eyes on the ball and look out for each other and we will be number one in the Industry.

Steve

By Jill Smith

OHI Survey March 23 – April 13

Omne trium perfectum!

For those not fluent in Latin, this translates as the "rule of three," a principle that suggests all good things come in threes.

That makes sense. Entergy has three strategic imperatives. Columbus had the Nina, the Pinta and the Santa Maria. Charlie had three angels. Gladys Knight had three Pips. Snap had Crackle and Pop.

This rule of three can also be applied to Entergy's success. We must achieve excellence in **operational** and**financial** performance, and **organizational health** if we are to create and sustain value for our four stakeholders.

Organizational health is a company's ability to align, execute and renew itself faster than the competition … which ties directly to a company's ability to achieve excellent financial and operational performance. Entergy must be healthy to achieve its vision and mission and that is why one of Entergy's three strategic imperatives focuses on improving organizational health.

We measure our health using the Organizational Health Index, which takes an objective and facts-based scientific approach to its measurement. OHI surveys measure health based on what a company achieves (results) and what a company does (behaviors).

That is one of the reasons why OHI surveys are so important: Employees' feedback is needed to determine what behaviors you are seeing so we know which behaviors are driving or preventing change. Without an accurate picture of what's going well or what needs improvement, we cannot properly align on what information, tools and training leaders need to close the gaps.

Key Points

- **Organizational health is just as important as operational and financial performance.**
- **Entergy measures its health with the Organizational Health Index survey.**
- **Entergy uses employee feedback from OHI surveys to improve organizational health.**
- **Ongoing survey feedback will determine what areas we are strong in and where we need additional focus.**

Improving organizational health means fundamentally changing how we do our day-to-day work and run the company – and employee feedback is critical to do that. Keep this mind when the next OHI survey is administered **March 23 – April 13.**

Employees will receive an email March 23 with a link to the OHI survey. The survey is administered by a third-party vendor and is completely confidential. The survey is also Web-based and accessible on any computer*.

**Time spent completing the OHI survey is considered hours worked, regardless of whether the survey is completed while at the work site or from a remote location. Therefore, all employees who complete the survey from a remote location should report the time spent as hours worked in Time & Labor. If you are a non-exempt employee, you must obtain your manager's approval before completing the survey outside of your normal work hours.*

Mid-Cycle Assessment Team Headed to FitzPatrick

3/19/2015

FitzPatrick's mid-cycle assessment begins Monday. Team members will be on site March 23 – 27.

The assessment team includes highly qualified staff members who have extensive practical experience in the areas they review. While they are here, the team will assess the station's progress at the approximate halfway point betweenevaluations by INPO. They will review areas for improvement identified in the 2014 World Association of Nuclear Operators Peer Review. Their assessment also helps ensure that we can resolve any gaps prior to our next INPO Assessment.

If you encounter a mid-cycle team member, please thank them for their participation and answer any questions they may have. Click here to view the team roster.

Controlling Chemicals at FitzPatrick

3/19/2015

The Chemical Control Program controls those chemicals and materials containing chemicals that may be harmful to plant systems or equipment, present a hazard to personnel, or generate hazardous waste. This includes purchase, storage, issuance and usage of chemicals.

Entergy Fleet Procedure EN-EV-112 is the chemical control procedure. Deviation from this procedure and program could result in personnel injury, equipment failure or plant shutdowns.

Reminder: Flammable materials that are not being attended to (including breaks and meals) are to be properly stored in a flammable locker. Click here to review some other important reminders and some examples of good and bad chemical control behaviors.

From: JAFNEWS
Sent: Monday, March 30, 2015 12:12 PM
To: JAF_ALL
Subject: A Message from GMPO Steve Vercelli

Entergy
Nuclear Excellence
We Power Life

A Message from GMPO Steve Vercelli

We had great support from the fleet and the industry last week. Personnel from all areas were here for our mid-cycle assessment to take a look at how we are doing. Overall, a pretty good scrub of our progress towards our goal to be the best. One area of interest I would like to discuss is in the area of radiation worker performance. The AFI that we received from the mid-cycle assessment team is focused on how we all behave while working in the RCA. Some of the behaviors that they saw and that we have seen of late show us that we have a need to ensure we are working safely with respect to radiation worker behaviors. One observation saw workers standing in the highest radiation zone that was specifically covered in the brief to avoid. Other personnel in the area also had the opportunity to coach the workers on where they were standing. A couple things to think about - pay attention in the briefs, we do these for a reason and it is for your safety and those around you. Perform your job site review and see if there are other hazards in the field including radiation hazards. Lastly, look out for each other, question what they are doing and help ensure we receive the least amount of dose possible.

Operations initial license class continues on. I had the opportunity to learn some of our systems last week as I observed some classroom instruction. I also observed a very engaged instructor and students in the class. I would like to congratulate the class on their last exam as there were 8 perfect scores on the exam. A fine job to all! The balance of the class finished above a 90.

Great job by the team on the RHR LCO work performed last week. Overall performance was about 4 hours behind and we will have some learnings we can use to improve our performance in future work. This continues to show great engagement by the team preparing to execute the work weeks.

Let’s continue to keep our heads in the game and our eyes on the ball and look out for each other and we will be number one in the Industry.

Steve

ENCLOSURE to JLIC-15-0003

Part VII

SPECIAL REPORTS

2015 Business Plan
2015 Fleet Plan

Entergy Wholesale Commodities
2015 BUSINESS PLAN

OUR PERFORMANCE MEASURE

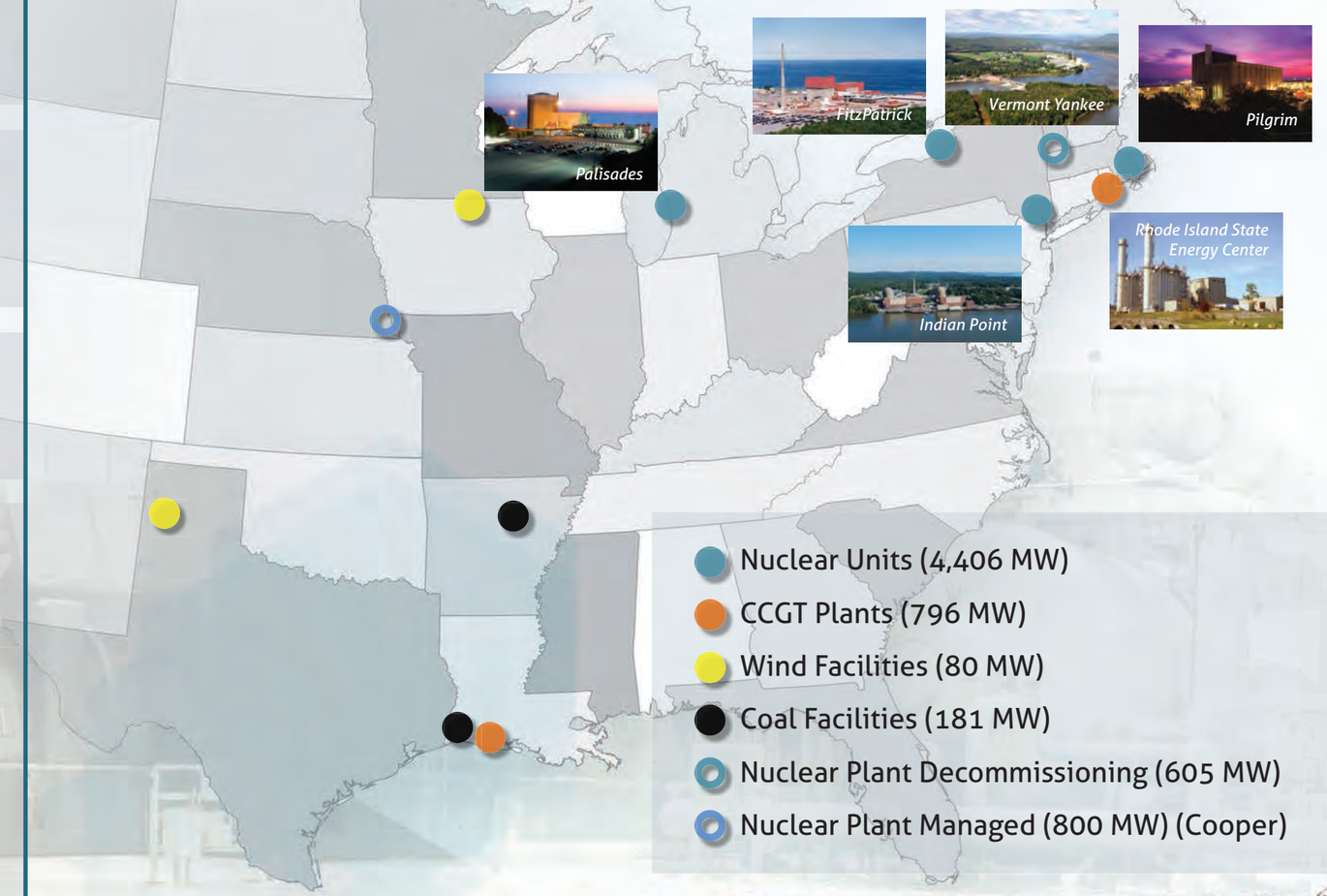
Quantitative Measures	• Earnings per share • Operating cash flow *(Targets to be established in Jan. 2015.)*

Qualitative Measures	
CONTINUOUSLY IMPROVE OPERATIONS	• Nuclear safety • MWh generation • Operate within budget • Operational excellence
EXTEND LIFE OF IPEC	• Obtain license renewal • Improve minimum life • Improve expected life • Improve probability of legal success • Address all technical and safety issues
IMPROVE MARKET STRUCTURE	• Energy price formation • Capacity market design • Attribute compensation • Defend existing competitive markets
DECOMMISSION VERMONT YANKEE	• Operate within budget • Project completion • Long-term project economics
MANAGE RISK	• Optimize 2015 and forward year revenue • Comply with risk standards and protocols • Operate within corporate budget • Improve/maintain external support for IPEC and nuclear operation, market structure, VY decommissioning and federal outcomes (Lower Hudson Valley, NRC, legislation, etc...) • Employee engagement supporting External Affairs initiatives

EWC BUSINESS PURPOSE

We focus on best in class operational efficiency, safety, and reliability while continually seeking to optimize our portfolio of assets in an ever-dynamic market.

Entergy
Nuclear Excellence
We *Power* Life



Entergy
THE POWER OF PEOPLE®

www.entergy.com

10% post-consumer recycled content.

Entergy
THE POWER OF PEOPLE®

A MESSAGE FROM BILL

2014 was an exceptional year for Entergy Wholesale Commodities (EWC) from a number of perspectives:

- Our plant teams increased the capacity factor of our fleet while operating safely, securely, and reliably. This is the very foundation of our business.
- Our IPEC license-renewal team made significant progress toward extending the operating life of Indian Point.
- Our commercial teams successfully positioned the portfolio to capture significant upside from events such as the "Polar Vortex" and also successfully managed other key financial and credit risks.
- Our market structure teams effectively influenced constructive change in both the New York and New England power markets.
- Our external affairs teams successfully navigated many risks and issues, such as the VY shutdown, Indian Point legal and regulatory matters, and numerous legislative actions.
- Our VY team safely operated the facility through the end of 2014, successfully managing all major risks associated with transitioning to decommissioning.

The common theme underlying each of these achievements is the concept of the "TEAM." The EWC team made substantial progress in 2014 because of the character and commitment of all of our leaders and employees to improve our business. We set high standards and acknowledge that we cannot be successful unless we work together. That commitment starts with Jeff Forbes, our Chief Nuclear Officer, and myself. Both Jeff and I know how much work it takes throughout the organization to ensure alignment and achieve the desired results. We both have high expectations for 2015.

Consistent with that theme, we have further aligned for 2015. All organizations within EWC (business, support, and operations) will adhere to the "Nuclear Excellence Model" and the "Four Platforms." These will help our teams achieve the strategic initiatives we outline in this plan, including a commitment to embrace the "Leadership and Employee Practices" outlined in the Transformation Roadmap. We clearly have room for improvement in ensuring we are all fully engaged as leaders with our employees and hold ourselves accountable to improving results and organizational health.

We have much to accomplish in 2015, and I am counting on each and every EWC team member to step up to embrace the opportunities and challenges ahead. We owe it to each and every one of our stakeholders - our owners, our customers, our employees, and our communities - to be world class in all we do. I know we can accomplish much more and have fun while doing it. Thanks for all you have done and for your continued support. It is sincerely appreciated.

Take care,

Bill Mohl

NUCLEAR EXCELLENCE MODEL

Vision
Our team consistently delivers excellent performance.

Four Platforms
1. Demonstrate trust, honesty, fairness, and integrity.
2. Be deliberate and follow the rules.
3. Continuously reinforce high standards.
4. Do what you say you will do.

EWC STRATEGIC INITIATIVES

Continuously Improve Operations
- Achieve targeted financial, operational, and reliability goals with a priority on safety and security.

Extend Life of IPEC
- Ensure the continued operation of IPEC through the relentless pursuit of all applicable regulatory, legal, and governmental processes.

Improve Market Structure
- Constructively and aggressively pursue fair and competitive wholesale power markets that provide proper compensation for the value of EWC's assets.

Decommission Vermont Yankee
- Safely execute the transition from operations to full dormancy (dry fuel in 2020) and define VY's post-generation stewardship through responsible nuclear, environmental, and financial risk management, and through continuing our commitment to being open and transparent.

Manage Risk
- Optimize business results and asset value by managing financial, regulatory, political and operational risks, and communication strategies.

Jeff Forbes,
Executive Vice President and CNO
Entergy Nuclear

Bill Mohl,
President
Entergy Wholesale Commodities

ENTERGY TRANSFORMATION ROADMAP

LIVE SAFE

OUR MISSION

We exist to operate a world-class energy business that creates sustainable value for our four stakeholders.

We Power Life

OWNERS	CUSTOMERS	EMPLOYEES	COMMUNITIES
We create value by aspiring to provide top-quartile returns through the relentless pursuit of opportunities to optimize our business.	We create value by constantly striving for reasonable costs and providing safe, reliable products and services.	We create value by achieving top-quartile organizational health, providing a safe, rewarding, engaging, diverse and inclusive work environment, fair compensation and benefits, and opportunities to advance their careers.	We create value through economic development, philanthropy, volunteerism and advocacy, and by operating our business safely and in a socially and environmentally responsible way.

STRATEGIC IMPERATIVES

AGGRESSIVELY GROW THE UTILITY BUSINESS

- Increase Sales
- Develop Supply Solutions
- Invest & Modernize
- Integrate External Outreach

TRANSFORM THE ORGANIZATION

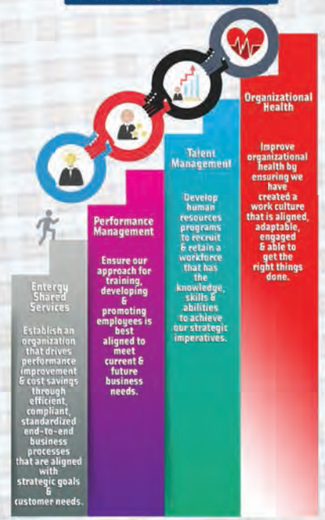
- Entergy Shared Services
- Performance Management
- Talent Management
- Organizational Health

PRESERVE OPTIONALITY & MANAGE EWC RISK

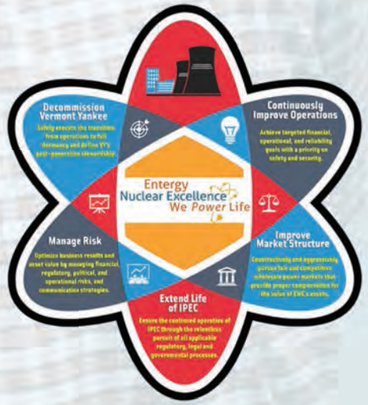
- Continuously Improve Operations
- Extend Life of IPEC
- Improve Market Structure
- Decommission Vermont Yankee
- Manage Risk

To grow, we will:

To transform, we will focus on:



To succeed, we will:



EMPLOYEE PRACTICES: Safety Driven · Adaptability/ Flexibility · Ownership & Accountability · Effective Teamwork & Inclusion · Expert Judgment & Decision Making

By 2016, we aspire to achieve & sustain our mission for our four stakeholders. 2016

PLUS ADDITIONAL LEADERSHIP PRACTICES: Clear Direction · Open & Trusting · Role Clarity · Accountability & Motivation · Engaged Leadership · Career Development

Transformation Roadmap as of January 2015

Entergy
Nuclear Excellence
We *Power* Life

2015 FLEET PLAN











Entergy
THE POWER OF PEOPLE®

We Power Life
CUSTOMERS · EMPLOYEES · OWNERS · COMMUNITIES

A MESSAGE FROM JEFF FORBES

Dear Entergy Nuclear colleague:

2014 was a breakout year of improvement. We are now on the right path after a year filled with site and fleet accomplishments, people successes, industry leadership, and a stronger connection to the company. We have worked as a team to address gaps, improve processes, build on strengths, and recognize people for their achievements.

My sincere thanks for the outstanding character and resolve you have shown during challenging times. It truly is ***The Power of People*** that makes the difference.

The nuclear team has developed a business plan that supports both our Utility and EWC businesses. We are working together to achieve excellence and become a best-in-class company. The business contributes in a number of important ways such as...

- **Operating our facilities safely, securely, and reliably**
- **Providing 24/7, 365, always-on power helping earn new customers**
- **Managing our finances efficiently and spending every dollar wisely**
- **Working together to ensure a productive regulatory climate**
- **Breaking down silos, sharing best practices, and collaborating as a team**

For 2015, we are staying the course with no major shift of focus or direction. We have a wave of positive momentum behind us, and the industry and company are recognizing our improvements and good faith efforts. There are challenges remaining, but if we continue working our strategy together, we will reach our goals. We remain fully committed to the Nuclear Excellence Model, Four Platforms, and Fleet Focus Areas, as well as the company's Transformation Roadmap, including the Leadership and Employee Practices. Site strategies are also aligned with the Fleet Business Plan, providing us opportunities to achieve excellence and improve the health of the organization.

Nuclear and personal safety is the top priority at our facilities, corporate offices, and in our communities. We are committed to robust safety standards that ensure all employees return home as they arrived at work – safe and secure. We must also operate our fleet at the highest levels of reliability, efficiency, and operational excellence.

LIVE SAFE

Performance = Behaviors + Results

A key to our success is ensuring that every employee is engaged and sharing ideas. With our employees' participation, we can become number one compared to our industry peers and be a company others want to emulate. In addition to our focus on stellar internal communications, you will see us focus more of our time telling our story, communicating, and building and strengthening external partnerships with key stakeholders this year.

Nuclear is an important part of the whole; we make a positive difference for our company, industry, and nation. In order to continue on our path of excellence, we must operate our facilities safely, reliably, and securely for our stakeholders of employees, owners, customers, and communities. I encourage you to read this Fleet Plan and components in the Nuclear Excellence Model to better understand our goals and objectives, the strategies being used to deliver excellent performance, and the critical role you play in that success. I appreciate what you do for each other, our sites, the fleet, industry, communities, and our company.

2015 will be our best year yet!

Take very good care.

Jeff Forbes,
Executive Vice President and CNO Entergy Nuclear

Bill Mohl,
President
Entergy Wholesale Commodities

Theo Bunting,
Group President
Utility Operations

NUCLEAR EXCELLENCE MODEL

VISION — Our team consistently delivers excellent performance.

MISSION — We will safely, and reliably generate electricity in a cost-effective manner.

FOUR PLATFORMS

1. Demonstrate trust, honesty, fairness and integrity.
2. Be deliberate and follow the rules.
3. Continuously reinforce high standards.
4. Do what you say you will do.

FLEET FOCUS AREAS

OPERATIONAL EXCELLENCE

- Safety Excellence
- Operational Focus
- Mastery of Fundamentals
- Cumulative Impact Work Reduction

ORGANIZATIONAL EFFECTIVENESS

- OHI: Career Development
- Leadership Effectiveness
- Corporate Performance
- Security Excellence

GENERATION RELIABILITY

- Outage Optimization
- Managing Equipment Reliability
- Latent Risk Management
- Work Execution

BUSINESS PERFORMANCE

- Sound Economic Decision Making
- SYNTEMPO Rollout
- Fukushima Project Implementation

ENTERGY TRANSFORMATION ROADMAP

LIVE SAFE

OUR MISSION

We exist to operate a world-class energy business that creates sustainable value for our four stakeholders.

We Power Life

OWNERS	CUSTOMERS	EMPLOYEES	COMMUNITIES
We create value by aspiring to provide top-quartile returns through the relentless pursuit of opportunities to optimize our business.	We create value by constantly striving for reasonable costs and providing safe, reliable products and services.	We create value by achieving top-quartile organizational health, providing a safe, rewarding, engaging, diverse and inclusive work environment, fair compensation and benefits, and opportunities to advance their careers.	We create value through economic development, philanthropy, volunteerism and advocacy, and by operating our business safely and in a socially and environmentally responsible way.

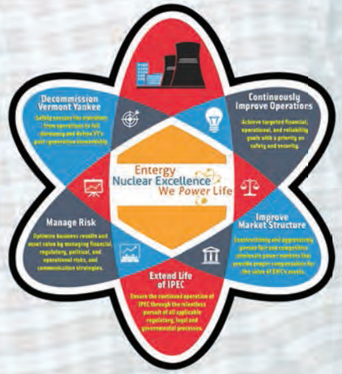
STRATEGIC IMPERATIVES

AGGRESSIVELY GROW THE UTILITY BUSINESS	TRANSFORM THE ORGANIZATION	PRESERVE OPTIONALITY & MANAGE EWC RISK
Increase Sales	Entergy Shared Services	Continuously Improve Operations
Develop Supply Solutions	Performance Management	Extend Life of IPEC
Invest & Modernize	Talent Management	Improve Market Structure
Integrate External Outreach	Organizational Health	Decommission Vermont Yankee
		Manage Risk

To grow, we will:

To transform, we will focus on:

To succeed, we will:



EMPLOYEE PRACTICES: Safety Driven · Adaptability/ Flexibility · Ownership & Accountability · Effective Teamwork & Inclusion · Expert Judgment & Decision Making

By 2016, we aspire to achieve & sustain our mission for our four stakeholders. — 2016

PLUS ADDITIONAL LEADERSHIP PRACTICES: Clear Direction · Open & Trusting · Role Clarity · Accountability & Motivation · Engaged Leadership · Career Development

Transformation Roadmap as of January 2015

ORGANIZATIONAL OVERVIEW

WHO WE ARE, WHERE WE ARE GOING

Entergy's nuclear fleet alignment efforts took root in 1986 when the company formed a management committee to coordinate oversight of plant assets.

In 1990, Entergy formalized a nuclear management philosophy and business identity. Headquartered in Jackson, Mississippi, this management company extracted nuclear expertise from utility operations and consolidated resources in operating plants. Strength was derived from a common focus, shared best practices, operational lessons learned, hiring and training decisions, volume purchases, and contracts. Entergy Nuclear understood the nation's nuclear plants held tremendous unlocked value. In 1999, Entergy became the first company in the U.S. to acquire an operating nuclear plant through competitive bidding when it purchased Pilgrim from Boston Edison.

That move helped revitalize the U.S. nuclear industry, proving the concept of performance excellence through fleet efficiencies. At that time, utility companies were struggling to determine how nuclear fit into their overall generation portfolios and many wanted to divest their nuclear units.

Entergy Nuclear believed the nation's nuclear plants had unrealized potential that could be tapped by a knowledgeable, experienced operator.

Over the years, the acquisition of six nuclear units—added to the five reactors already in Entergy's utility service territory—has made Entergy Nuclear one of the largest nuclear operating companies in the U.S. In addition, Entergy has a management services contract to operate Cooper Station in Brownville, Nebraska, on behalf of its owner, Nebraska Public Power District.

Since the time Entergy committed to the nuclear fleet strategy—leveraging the size of a nuclear fleet for the benefit of all individual units—many other companies have realized the potential held by a strong nuclear fleet.

Entergy Nuclear also draws on its experience to offer a full range of nuclear plant services across the industry's lifecycle, both in the U.S. and globally. We strive to be a recognized leader in every aspect of the nuclear lifecycle, including the operation of existing plants, license renewal services, and dry fuel storage installations.

ENTERGY NUCLEAR FLEET

* Entergy's VY facility ceased operations in December 2014. The site is now being decommissioned.

FOUR PLATFORMS

1. DEMONSTRATE TRUST, HONESTY, FAIRNESS, INTEGRITY.

- No adverse personnel action will be taken against anyone for reporting nuclear safety concerns to Entergy, NRC, or other state or federal agencies.
- Personnel are treated with respect and are valued for their contribution to the organization.
- Poor performance is addressed promptly and fairly.

2. BE DELIBERATE AND FOLLOW THE RULES.

- Core reactivity is changed in a deliberate and controlled manner.
- Supervisory personnel are intrusive into operational details and fully understand the current state of activities.
- Decisions are made using a rigorous and thorough process. Risk is identified and mitigated.
- Personnel are expected to pay attention to detail and self-check their work before, during, and after execution. Self-assessments are an expected part of every task.

3. CONTINUOUSLY REINFORCE HIGH STANDARDS.

- Operation of the nuclear facilities shall comply with quality standards and all applicable regulations and commitments.
- Equipment is operated and maintained within its design envelope at all times.
- Managers and supervisors engage their employees during work to discuss expectations and reinforce standards.
- Coaching is used to reinforce desirable behaviors or change undesirable behaviors.

4. DO WHAT YOU SAY YOU WILL DO.

- Personnel are prepared for meetings and complete commitments on time or clearly communicate and resolve the delay.
- Corrective actions are completed as outlined in the causal analysis and corrective action plan.
- Employees understand and use the appropriate Human Performance tool(s) for the situation.

LEADERSHIP PRACTICES

- CLEAR DIRECTION
- OPEN AND TRUSTING
- ROLE CLARITY
- ACCOUNTABILITY AND MOTIVATION
- CAREER DEVELOPMENT
- ENGAGED LEADERSHIP

EMPLOYEE PRACTICES

- SAFETY DRIVEN
- ADAPTABILITY/FLEXIBILITY
- OWNERSHIP AND ACCOUNTABILITY
- EFFECTIVE TEAMWORK AND INCLUSION
- EXPERT JUDGMENT AND DECISION-MAKING

OPERATIONAL EXCELLENCE

All individuals recognize their roles and responsibilities as a nuclear professional to accept accountability and responsibility for continuing to perform duties to support nuclear and personal safety, as well as safe, secure, reliable, and efficient plant operations.

SAFETY EXCELLENCE:
Employees hold themselves and each other accountable to high standards of safety excellence. Leaders foster a culture where employees value their own safety, the safety of their coworkers, and the safety of the environment. Individuals own their safety and advocate ongoing safety performance improvement. Workers recognize and communicate hazards to each other. At-risk behaviors are identified, communicated, and resolved, and are replaced with a hazard elimination and mitigation culture.

OPERATIONAL FOCUS:
Employees recognize and actively pursue mitigation of operational risk as part of everyday work. Everyone recognizes the nuclear, radiological, industrial, and environmental risk associated with each station's work activities, while taking practical steps to reduce the likelihood and consequences of errors that could result into events. We establish a culture where risk mitigation is an underlying element in all work preparation and execution.

Leaders establish a culture where work is planned and executed with an understanding of the fundamentals.

MASTERY OF FUNDAMENTALS:
Workers apply sound fundamentals to everyday work preparation and execution. Employees apply monitoring, control, conservative bias, teamwork, and knowledge fundamentals when preparing for and executing work activities. Performance is reviewed in the context of fundamentals, and improvement items, when necessary, are crafted within the fundamentals. Leaders establish a culture where employees are trained and work is planned and executed with an understanding of the fundamentals necessary for success. When leaders discuss, evaluate, and/or address performance weaknesses, it is in the context of fundamentals.

CUMULATIVE IMPACT (CI) WORK REDUCTION:
Entergy is implementing the industry protocol for CI identification, recommendations, and critical decision-making. Employees assess the value added from mandated processes and practices and ensure principal intent is achieved without creating unnecessary burden. Employees recognize that processes and practices must be evaluated to ensure we do not diminish the manager and supervisor roles. Prior to a new process or practice implementation, everyone carefully considers if other measures such as trending may be better suited for identifying a programmatic cause resulting in meaningful action. All understand the importance of influencing their organizations, and exhibit a resolve to elevate generic industry issues for discussion and resolution and actively participate in solutions that maintain the value without undue burden.

ORGANIZATIONAL EFFECTIVENESS

By aligning ourselves with the INPO Leadership Effectiveness Attributes, the organization must continue demonstrating a commitment to excellence in nuclear safety, and safe, reliable plant operations. Integrity and accountability are exhibited by every employee. The organization is consistently engaged and thinking—continuously striving to reach new levels of excellence through open and honest communications. Employees actively seek to develop their own capabilities and expertise. Managers and management systems encourage and support employee development and progression. Our core values and behaviors reflect a commitment by each employee to make nuclear and personal safety the overriding priority.

OHI: CAREER DEVELOPMENT:
Leaders actively engage with employees to develop their careers. Leaders and employees actively engage in performance management processes to reinforce or correct behaviors. When individuals are having difficulty, we apply a structured approach to improving performance. Our culture and management systems encourage and support employees to develop their talents and expertise. We effectively implement the Entergy Employee Practices in our evaluation and individual development practices. Using effective succession planning and career development processes, we are able to fill our leadership positions from within our own organization. Management systems encourage employees to seek out and attain experiences that prepare them for progressively greater responsibility and authority.

LEADERSHIP EFFECTIVENESS:
Leaders demonstrate an unwavering commitment to nuclear safety in their decisions and behaviors, align the workforce to the company's vision and mission, set and achieve challenging goals, reinforce culture of accountability, and develop talent for the future. We support and develop leaders who help our people achieve excellence. We have clear expectations for our leaders that support our values as outlined in the Four Platforms and the Nuclear Excellence Model, which is aligned to the company's Transformation Roadmap. Leaders set clear priorities for safe, secure, and reliable plant operations, demonstrate personal ownership of standards of excellence, and challenge each other to ensure success. We effectively implement the Entergy Leadership Practices in our evaluations and leader development practices. We establish effective and efficient methods for assessing individual leader and leadership team performance and for identifying areas in which performance could be improved. We provide timely and effective support and intervention to ensure prompt improvements in performance when required.

CORPORATE PERFORMANCE:
Corporate Functional Area Manager oversight consistently and systematically assesses performance, recommends actions, and drives functional area improvement. Our corporate organization identifies and incorporates industry best practices into fleet processes and procedures. We establish effective and efficient methods for monitoring site and functional area performance and for identifying areas in which performance is not meeting goals consistent with industry best performance. We provide timely and effective support and oversight to ensure prompt improvements in performance when required. We provide clear and accurate current perspectives on-site and functional area performance to senior leaders. We are sensitive to the cumulative impacts of administrative burdens and look at our processes to ensure they are efficient in support of our leaders spending their time in the most effective manner. We continue the process improvement efforts to eliminate low-value work and make our core processes as efficient as possible.

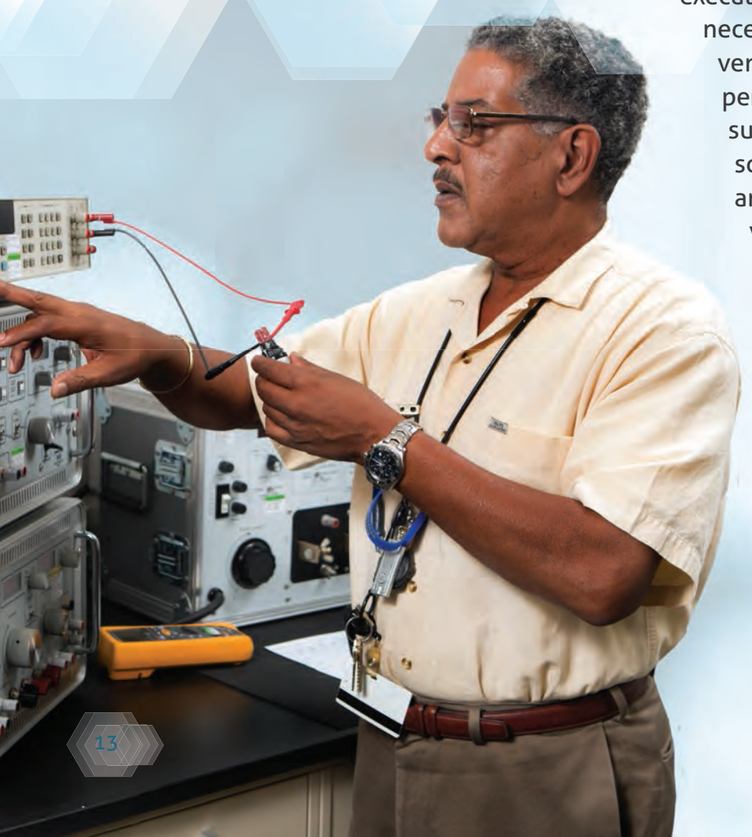
SECURITY EXCELLENCE:
Security must perform work safely and error-free each and every shift. We establish clear organizational structures, accountability, and culture to achieve and maintain excellent performance. Security officers and leaders are integrated into the site organizations and function effectively as part of the Entergy Nuclear team. Safety performance by security force members must meet established goals.

Engagement begins with a common understanding of our mission, four platforms, and focus areas.

GENERATION RELIABILITY

The active engagement of our employees in every phase of the business is fundamental to our success. Leaders will use cross-functional teams of engaged employees to manage our outage performance and equipment reliability. We will use targeted preventive maintenance reviews to ensure that we perform the right work at the right time. We will break down barriers to efficiently performing work and enable predictable online and outage performance which reduces risk and enhances nuclear safety. We will identify and implement best practices from the fleet and industry to ensure we use our resources effectively to drive continued performance improvements.

OUTAGE OPTIMIZATION:
Project managers/supervisors drive outage optimization through active participation and analysis of scope, schedule, preparations, and execution. Leaders understand the value and necessity of working closely with key vendor partners to continually improve performance in all facets of our business such as safety, human performance, schedule, and cost. Entergy Nuclear and site personnel along with our key vendor partners should be more intrusive with each other to improve preparation and execution in important areas such as refueling, turbine, and inspection services. Leaders also understand the value of building bench strength within Entergy for critical technical projects within our refueling outages at corporate and our sites.



MANAGING EQUIPMENT RELIABILITY:
Leaders drive the importance of equipment reliability to the efficient operations of our facilities. The station drives equipment reliability through engineering program/system/component monitoring and health reporting to identify, communicate, and resolve known equipment vulnerabilities including single point vulnerability. Engineering actively monitors systems, programs, and components to detect trends and prompt action to prevent failure while ensuring health reports are reflective of actual plant conditions or potential impacts. Industry operating experience and recommendations for SCRAM reduction initiatives are evaluated and implemented into existing programs as necessary to prevent consequential station events.

LATENT RISK MANAGEMENT:
Long-range plans are developed and maintained based on a full understanding of latent risks. Leaders drive generation reliability through a thorough understanding of latent risk and use of strong organizational teamwork behaviors to aggressively work backlogs to minimize risk to the station. in the understanding that risk is equivalent to the consequence associated with equipment failure, the probability of failure, and the mitigating factors employed to reduce the consequence and/or probability [Risk = Consequence X Probability - Mitigation]. The leadership team drives this understanding of latent risk such that all backlogs that represent this risk are evaluated, ranked based on risk, and metrics are used to understand and minimize the latent risk exposure to the station.

WORK EXECUTION:
Entergy fleet work instructions are developed to ensure that work is planned in a manner consistent with its importance to plant safety and potential to impact generation reliability. Leaders will maximize the efficiency and effectiveness of station personnel and material resources. Entergy fleet work instructions are developed to ensure that work is planned in a manner consistent with its importance to plant safety and potential to impact generation reliability. Work then can be conducted in a manner that is efficient, with the expected quality that maintains plant equipment to the highest possible standards for continued safe and reliable operation of our units. Continued pursuit of excellence through feedback and trending will contribute to increased quality of work packages through the Entergy fleet.

We will break down the barriers to efficiently perform work and enable predictable online and outage performance which reduces risk and enhances nuclear safety.

BUSINESS PERFORMANCE

Operating a nuclear energy fleet requires excellent programs and processes. Over the years, we have increased the complexity of how we run the business, and we have recognized the need to simplify and automate our processes to be more efficient. We also need to be in pursuit of industry best practices to achieve our vision of excellence. Good financial management is required for safe and sustained long-term operations of Entergy's nuclear fleet. To be successful, we must consistently achieve planned results for operating and maintenance (O&M), capital, and outage budgets. Enhancing governance and oversight for the planning, forecasting, monitoring, and controlling of our financial resources is essential to our economic viability. The desired outcome is comprehensive and consistent budgeting processes and tools to drive top-quartile performance.

SOUND ECONOMIC DECISION-MAKING:
We must ensure predictability and certainty with budgets. The desired outcome is to develop strategies, process, and the implementation to improve economic decision-making in support of operational goals, appropriate operational risk balance, and stability in O&M beyond base budgets while achieving top-quartile performance. We must ensure deviations are recognized, understood, and applied to future planning. We must be consistent in decision-making applications and processes across the fleet. Risks must be identified, communicated, and managed effectively. This initiative includes process to manage recurring O&M costs with frequencies greater than one year. Additionally, this objective standardizes process for identification, quantifying, and communicating O&M risks within our corporation. This initiative credits supervisory performance at FitzPatrick and River Bend where O&M costs are identified for payback based elimination through capital investment.

SYNTEMPO ROLLOUT:
Implementation of Syntempo during 2015 and improvements in business performance through work destruction are imperative to the fleet's success. Syntempo provides an opportunity for fleet wide improvements in outage and online status, communications, and work control with reduction-to-redundant actions by our personnel, and processes through new web-based work management tools.

FUKUSHIMA PROJECT IMPLEMENTATION:
Learning from the events in Japan is critical to our success. The 2011 Fukushima accident resulted in new NRC regulatory requirements for the U.S. nuclear industry, beyond original design basis, to protect the reactor core, the spent fuel pool, and to provide for containment integrity assuming extended loss of all AC power. In response to these new requirements, Entergy Nuclear established a major fleet project representing a robust investment of financial and human resources. The project includes analysis, design, planning, and implementation of numerous changes to our defense-in-depth for protection of nuclear sites in the areas of flood, seismic, loss of off-site power, spent fuel pool level indication, emergency planning, and hardened containment vents for some facilities. This major project also includes training and procedures necessary to implement these requirements as well as funding for co-ownership of equipment maintained and stored in regional equipment storage areas.

The desired outcome is to drive and achieve top-quartile performance.

2015 PLANT INCENTIVES
(EXCLUDING DIRECTORS AND ABOVE)

WEIGHT			MINIMUM	TARGET	MAXIMUM
	SAFETY (30%)				
5%	Recordable Injuries (Employees)	All Sites	0.6	0.4	0.2
5%	Recordable Injuries (Contractors)	All Sites	0.6	0.4	0.2
5%	Fatality=0 Region RROP (Site Based) Includes Findings Red/Yellow=0, EOY Status	All Sites	1 New White		All Green
5%	Collective Radiation Exposure	All Sites	As approved by CNO		
10%	INPO Index (Site Based)	All Sites except	90.0	94.0	97.0
		GGNS	79.0	94.0	97.0
	(At COO discretion, INPO Index may be revised to account for factors out of site's control)	JAF	72.0	94.0	97.0
30%					
	OPERATIONS (30%)				
30%	Capability Factor Site Based	GGNS, Cooper, JAF	93.0	95.0	97.0
		ANO, RBS, WF3, PAL, PIL	85.0	87.0	89.0
		IPEC	89.0	91.0	93.0
	CONTINUOUS IMPROVEMENT (15%)				
15%	CIP Participation Rate	All Sites	60%	65%	70%
	FINANCIAL (25%)				
10%	Source View NFOM (Site Based) (Includes Inventory Growth Penalty and Outage Amortization)	All Sites	2% Over	Budget	2% Under
15%	Source View Total Capital (Site Based)	All Sites	2% Over	Budget	2% Under
100%	**TOTAL**				

CORPORATE INCENTIVES
(EXCLUDING DIRECTORS AND ABOVE)

Note: Corporate and Regional Office Personnel will use all plants' performance except CNS.

			MINIMUM	TARGET	MAXIMUM
	SITE PERFORMANCE				
80%	Average of All Plants except CNS		NA	NA	NA
15%	CIP Participation Rate	HQ	60%	65%	70%
	HQ FINANCIAL				
	Total Headquarters Spending				
5%	O&M plus Total Capital	HQ	2% Over	Budget	2% Under
100%	**TOTAL**				

ALL DIRECTORS AND ABOVE INCENTIVES –
GUIDELINES ONLY

			MINIMUM	TARGET	MAXIMUM
	SITE PERFORMANCE				
80%	Average of All Plants except CNS		NA	NA	NA
15%	CIP Participation Rate	Total % All Sites	60%	65%	70%
	HQ FINANCIAL				
	Total Headquarters Spending		2% Over	Budget	2% Under
2.5%	O&M plus Total Capital				
2.5%	Total O&M & Capital	Total O&M	2% Over	Budget	2% Under
100%	**TOTAL**				

Nuclear Exempt and Management Incentive Plans are 100% discretionary.

Entergy
Nuclear Excellence
We Power Life

Entergy
THE POWER OF PEOPLE

www.entergy.com

10%

10% post-consumer recycled content.