



At the beginning of March, Chris talked about all the things we had coming up through the month. With the USA Assessment, Synergy Assessment, Independent Team Assessment, NRC Public Meeting, Graded Exercise, Board of Directors meeting and 1R16 Outage preparations, we had our work cut out for us. Considering that we decided to add on-line work to the Salem Outage to reduce our backlog, spent close to two weeks trimming up Hope Creek for the summer, and had the distraction of a TMI Anniversary Rally, I think we fared pretty well through the month.

I want to thank you for the level of commitment each of you showed. It would've been easy to let your guard down and get distracted from our mission to operate these plants safely, but that didn't happen. That's not to say we were perfect; we did have three event clock resets. So we still have work to do to get our equipment, procedures, and paperwork where they need to be. But I want to thank you for your hard work and attention this past month.

At Hope Creek, we're getting ready to start up – and I think, we've done the right work to ensure the unit's safety and reliability for the rest of its operating cycle. Once we get some new vibration monitoring equipment installed in the in the drywell, and finish exercising the control rods, we'll be ready to go.

Finally, we've implemented a new Quarterly Incentive Program this year. I realize it's late to get this out, since a quarter is now behind us, but recent events caused us to change the course from what we've been doing. This year, we're rewarding employees on safety targets only. The targets include: INPO Index, OSHA Rate, ALARA, Environmental Violations, and Event Free Clock Resets. A chart listing the goals follows. We'll communicate the results next week (the INPO Index takes a little time to calculate!)

Thanks for your hard work.

Regards,

PS – The Salem Outage is in full swing! We'll complete a lot of work over a short period of time – and I want to remind you that the safest path through the outage is by sticking to the schedule. Safety has been built into it, so use it. At the same time, pressure to stick to the schedule must never compromise safety. If you ever feel you're not fit for the task at hand, or that the time allotted will not suffice, you need to stop the job and ask for help. We simply cannot afford to compromise our safety.

Quarterly Incentive Program Targets

Quarter 1-3 Numbers are quarterly targets Quarter 4 Numbers are year to date targets	Jan - Mar Quarter 1	Apr - Jun Quarter 2	Jul - Sep Quarter 3	Jan - Dec Quarter 4
Site Wide Average Rolling INPO Index	88	88	89	89
OSHA Recordable Accident Rate	.49	.23	.74	.53 9 events
Radiation Protection (ALARA - REM)	25	129	12	265
Environmental Violations (Written Notices)	0	1	1	2
Event Free Clock Resets	2	3	3	10

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