


1990 PPP Survey

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The Southern Company
Post Office Box 1775
Birmingham, Alabama 35201
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Southern Company
The Southern Electric System

OFFICE OF SECRETARY
DOCKETING & SERVICE
BRANCH

April 4, 1990

Joseph M. Farley
Executive Vice President Nuclear

TO: Southern Company Nuclear Employees
Participating in the PPP

RE: 1990 PPP SURVEY

How well are we doing in implementing our Performance Management Program -- including the Performance Pay Plan? We've recently completed the first payout under the pay plan, so now we need to take a hard look at its strengths and shortcomings. As part of this evaluation, The Southern Company Management Council would like to have your candid opinions.

Please take a few minutes to complete the attached questionnaire and return it promptly. It's a follow-up to a similar study we conducted in May 1989. That survey helped identify several improvements we needed to make in the program. Among other things, the survey findings encouraged the management council to increase the size of the potential pool for 1989 from six percent to eight percent. The 1990 PPP survey will tell us where we've made improvements and where additional improvements need to be made.

All employee responses will be treated confidentially. But, we ask that you write in your organizational code, which is listed on the back of this letter, so that employees' opinions in various areas can be evaluated.

A summary of the findings will be communicated to you through our formal employee information programs.

Thank you for your participation in this important study.

Joseph M. Farley

NUCLEAR REGULATORY COMMISSION

50-424-01A-3

50-425-01A-3

Official Ex. No.

Docket No.

In the matter of

Staff

Applicant

Intervenor

Contg Offr

Contractor

Other

Georgia Power Vostle 142

IDENTIFIED

RECEIVED

REJECTED

DATE

WITNESS

Allen Mosbaugh

C. Rineer

JMF:k
Attachment

PPP Survey Directions on the back of this sheet.

Exhibit 7, page 1 of 3

1990 Performance Pay Plan Survey

Instructions: For each item, fill in the circle corresponding to the number that best expresses how much you agree or disagree with the statement. Answer according to how you see things NOW. Candor and honesty are very important. Your answers will remain anonymous. To further ensure anonymity, if less than five people's responses fall into a particular job group in your organization, these responses will automatically be included in another category.

For this survey, use the following definitions of key terms:

- **Company** — the company for which you work (e.g., Georgia Power, Gulf Power, SCS, etc.)
- **Organization** — the department in which you work (e.g., Power Delivery, Human Resources, Southern Division, etc.)
- **Work Group** — the group to which you are assigned and with whom you work the closest
- **Customers** — those people who receive the services and/or products you provide, whether they are the ultimate customer or clients in your company, in other system companies, or external to The Southern Company.

IF AN ITEM DOES NOT APPLY TO YOU, LEAVE IT BLANK!

Fill in the circle that corresponds to your choice using a #2 pencil. Use the scale below as a guide:

Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree	Don't Know Leave Blank
(6)	(5)	(4)	(3)	(2)	(1)	

1. People treat each other with mutual respect (AGREE)

2. The Strategic Plan is easy to understand (DON'T KNOW)

3. I am inspired by having an opportunity to compete in difficult contests (STRONGLY DISAGREE)

6 5 4 3 2 1
4 5 4 3 2 1
6 5 4 3 2 1

ORGANIZATION CODES SONOPCO PROJECT/NUCLEAR GENERATION

PLACE APPROPRIATE NUMBER IN THE BOX ON THE BACK OF THE QUESTIONNAIRE.

700 Officers, General Managers*
710 Administrative Services
and Strategic Analysis
720 Technical Services
730 Plant Farley
735 Farley Support-Inverness 40

740 Plant Hatch
745 Hatch Support-Inverness 40
750 Plant Vogtle
755 Vogtle Support-Inverness 40

*All officers, General Managers, and Directors should use this code. These individuals should not use the other codes.

DO NOT FOLD OR STAPLE THIS ANSWER SHEET!

Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree	Don't Know
6	5	4	3	2	1	Leave Blank

In General:

- | | | | | | | |
|--|---|---|---|---|---|---|
| 47. I am paid fairly compared with other employees in my company who do similar work | 6 | 5 | 4 | 3 | 2 | 1 |
| 48. Employees are rewarded for acquiring new skills | 5 | 4 | 3 | 2 | 1 | |
| 49. Written information on the PPP has helped me to understand the program | 6 | 5 | 4 | 3 | 2 | 1 |
| 50. I know who my customers are | 5 | 4 | 3 | 2 | 1 | |
| 51. Employees are afraid to voice an opinion that management doesn't want to hear | 6 | 5 | 4 | 3 | 2 | 1 |
| 52. There are effective ways for employees to formally participate in solving problems for the company | 5 | 4 | 3 | 2 | 1 | |
| 53. There is good teamwork between my work group and other work groups when it is necessary | 6 | 5 | 4 | 3 | 2 | 1 |
| 54. People in my organization trust each other | 5 | 4 | 3 | 2 | 1 | |
| 55. Unnecessary change is occurring within our company | 6 | 5 | 4 | 3 | 2 | 1 |
| 56. The officers of my company are aware of the problems at my level | 5 | 4 | 3 | 2 | 1 | |
| <hr/> | | | | | | |
| 57. When I make suggestions for improvement, I am ignored | 6 | 5 | 4 | 3 | 2 | 1 |
| 58. There is good up and down communication throughout the company | 5 | 4 | 3 | 2 | 1 | |
| 59. I was given the training I needed to make the PPP work | 6 | 5 | 4 | 3 | 2 | 1 |
| 60. I was given training in how to set effective goals | 5 | 4 | 3 | 2 | 1 | |
| 61. Increasing competition represents a MAJOR threat to our company | 6 | 5 | 4 | 3 | 2 | 1 |
| 62. Managers used last year's survey data to improve the operation of the organization | 5 | 4 | 3 | 2 | 1 | |
| 63. The PPP requires too much paperwork | 6 | 5 | 4 | 3 | 2 | 1 |
| 64. I would like to continue working under some type of Performance Pay Plan | 5 | 4 | 3 | 2 | 1 | |
| 65. I am afraid to voice an opinion that my management doesn't want to hear | 6 | 5 | 4 | 3 | 2 | 1 |
| <hr/> | | | | | | |
| 66. I understand how my base salary increase was determined | 5 | 4 | 3 | 2 | 1 | |
| 67. I understand how my incentive payment was determined | 6 | 5 | 4 | 3 | 2 | 1 |
| 68. I am satisfied with my base salary | 5 | 4 | 3 | 2 | 1 | |
| 69. I am satisfied with my PPP incentive payment | 6 | 5 | 4 | 3 | 2 | 1 |

The Performance Pay Plan has improved:

- | | | | | | |
|-----------------------------------|---|---|---|---|---|
| 70. my satisfaction | 5 | 4 | 3 | 2 | 1 |
| 71. the quality of my work | 6 | 5 | 4 | 3 | 2 |
| 72. my productivity | 5 | 4 | 3 | 2 | 1 |
| 73. my organization's performance | 6 | 5 | 4 | 3 | 2 |
| 74. my company's performance | 5 | 4 | 3 | 2 | 1 |

<p>Please indicate your JOB GROUP by filling in the circle opposite the one that applies</p> <p><input type="radio"/> Non-exempt (eg. clerical, secretarial, technical, etc.)</p> <p><input type="radio"/> Non-supervisory Exempt (eg. engineer, market rep. etc.)</p> <p><input type="radio"/> First-line Supervisor</p> <p><input type="radio"/> Manager</p>	<p>From the code located on the back of your letter, fill in your organization's code</p> <p>ORGANIZATION CODE</p> <table border="1"> <tr> <td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td> </tr> <tr> <td><input type="radio"/></td><td><input type="radio"/></td><td><input type="radio"/></td><td><input type="radio"/></td><td><input type="radio"/></td><td><input type="radio"/></td><td><input type="radio"/></td><td><input type="radio"/></td><td><input type="radio"/></td><td><input type="radio"/></td> </tr> </table>	0	1	2	3	4	5	6	7	8	9	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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RETURN AS SOON AS POSSIBLE IN A SEALED, PRE-ADDRESSED ENVELOPE VIA COMPANY MAIL OR USE U.S. MAIL

Company Address
1990 PPP Survey
Bn # 4000
SCS - Birmingham

U.S. Mail Address
1990 PPP Survey
Southern Company Services
P.O. Box 2825
Birmingham, AL 35202