

utility guard force. The guard forces at each unit remained under separate bargaining units until the guard forces were consolidated in March 2003.

In 2002, a consultant completed an independent assessment for Entergy of guard force issues raised internally at Unit 2. After a number of security concerns were raised to the NRC and the media late in 2002, Entergy also completed an internal assessment in 2003 of guard force concerns at both units. Entergy evaluated the security concerns and initiated actions to address them.

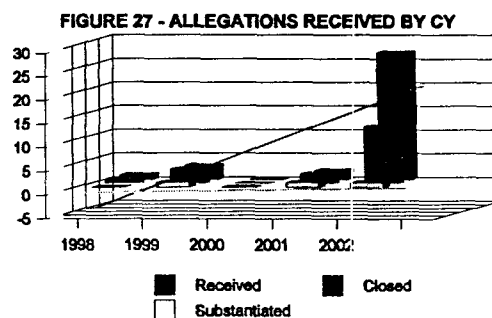
Since the terrorist attacks, the NRC has issued several Orders and threat advisories to Entergy and all other nuclear utilities to enhance security capabilities and improve guard force readiness. These orders required enhancements to the security programs at all nuclear power reactors. The enhancements required by those orders addressed many of the issues that have been raised regarding the security program at Indian Point.

The NRC conducted inspections of Entergy's implementation of the requirements in the orders, monitored Entergy's actions, and confirmed that the enhancements were being effectively implemented and security has been strengthened. Additional actions by the licensee have been taken recently in response to some substantiated allegations in this area. The NRC plans to continue inspections of the security program and maintain a heightened level of oversight at Indian Point.

With regard to allegations of discrimination, of the eight raised in 2002, a prima-facie showing of potential discrimination was not articulated for five of them and these allegations have been closed. Three, however, were open as of January 1, 2003 and under investigation. Of the four allegations of discrimination raised in 2001, one remained open at the time of this report. The NRC did not substantiate any allegation of discrimination at either Indian Point facility in 2001 or 2002. The NRC staff will continue to monitor the open allegations of discrimination, as well as the general allegation trend at the Indian Point site.

Davis-Besse

As indicated in Figure 27, there has been a significant rise in the number of allegations since the March 2002 discovery of the degraded reactor vessel head and subsequent shutdown. The licensee's analyses of this event identified weaknesses in its safety culture. The licensee also identified a lack of employee confidence in their Employee Concerns Program. The licensee has initiated corrective action in both these areas.



The NRC issued a Confirmatory Action Letter documenting the licensee's commitment to not return the plant to service without NRC authorization. The agency's continuing oversight of Davis-Besse performance is being accomplished by an Oversight Panel under NRC Inspection Manual Chapter 0350, "Oversight of Operating Reactor Facilities in a Shutdown Condition with Performance Problems." That oversight includes consideration of allegation

trends and the licensee's initiatives to address weaknesses in the safety culture and safety conscious work environment (SCWE).

Similar to other sites reviewed, a review of the disciplines that were the subject of the allegations received in 2002 showed an increasing trend in Security. Not surprisingly, considering the attention paid on the reactor vessel head issue, increasing trends were also indicated in Engineering and Health Physics. Lastly, the allegation data supported the licensee's concern with their SCWE.

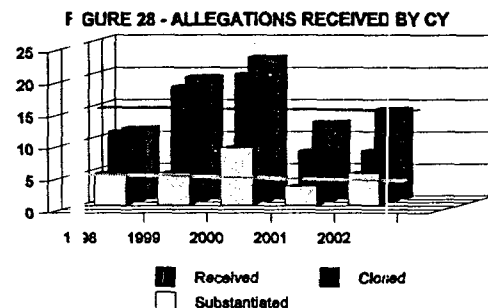
There were fourteen allegations of discrimination in 2002 concerning activities at the Davis-Besse site. As of January 1, 2003, ten of the fourteen were closed because a prima-facie showing of potential discrimination was not articulated and four remained open and were being investigated by the agency. Since mid-2001, the NRC has issued one Severity Level IV Notice of Violation (NOV) for an act of discrimination that occurred in 2001.

The staff will continue to monitor the general trend of allegations, trends in the licensee's internal reporting programs, and the outcome of investigations into the allegations of discrimination.

D. C. Cook 1 & 2

Figure 28 displays a trend that is consistent with trends exhibited by other plants that have been through extended shutdowns. The increase in allegations from 1998 to 2000 was indicative of the effects of an increased workforce and subsequent workforce reductions.

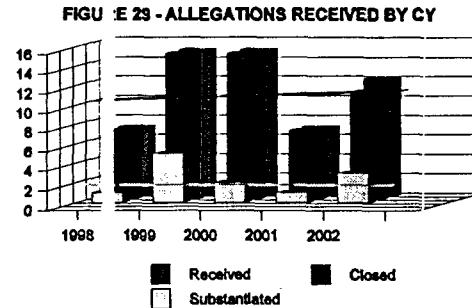
No discipline trends are evident in the allegation data for 2002. However, the NRC continues to receive a high number of allegations of discrimination compared to other reactor sites; six in 1999, six in 2000, five in 2001, and seven in 2002. Since mid-2000, the NRC has issued two NOVs for discriminatory acts by contractors that occurred in 1998 and 1999. In both cases the staff did not issue a civil penalty because of the broad and/or prompt corrective actions taken by the licensee. Of the seven allegations of discrimination received in 2002, one remained open as of January 1, 2003 pending completion of an NRC investigation and the remaining allegations either did not make a prima-facie showing for potential discrimination and were closed or were investigated and insufficient evidence was found to substantiate the allegation.



At the time of this report, the NRC had three allegations of discrimination under investigation. The staff will continue to monitor the outcome of the open discrimination allegations and the general allegation trend.

San Onofre 2 & 3

Although the number of allegations received from onsite sources at the San Onofre site have notably increased from 2001 to 2002, over the 5-year period analyzed (1998 through 2002) the trend is relatively flat. The number of allegations of discrimination remained fairly steady (one to three) over this same period. Of the two allegations of discrimination received by the NRC in 2002, one remained open at the time of this report pending completion of the NRC's investigation, while the other was investigated and closed after insufficient evidence was found to substantiate the allegation.

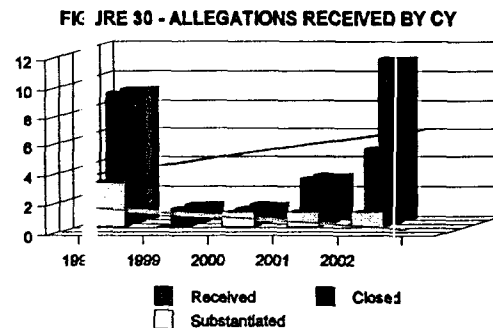


A review of the subject disciplines of the allegations received in 2002 revealed no trend, other than in the area of security. As with other sites around the country, security issues continue to be raised in response to heightened concerns at the plants after the terrorism attacks of September 11, 2001.

The licensee continues to take actions to assess and improve their work environment, including surveys of the safety culture and safety conscious work environment. The NRC will continue to monitor the licensee's initiatives to assess their impact on the general allegation trends as well as monitor resolution of the one open allegation of discrimination.

Salem/Hope Creek

As indicated in Figure 30, there has been a significant rise in the number of allegations at the Salem/Hope Creek site in 2002. Similar to other sites across the country, and particularly in the northeast, there is an uptrend in security-related allegations. Nearly 25% of allegations received at the NRC concerning the Salem/Hope Creek site were security-related. No other trends were noted in the NRC data. Discussions with the licensee indicate that security concerns were also the focus of their internal program's increased activity. Additional training is being conducted to address the concerns in this area.

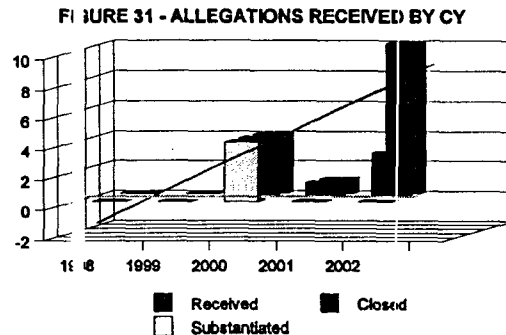


The NRC issued one Notice of Violation in the last five years for a discriminatory act that occurred in 1998. Three allegations of discrimination were received by the NRC in 2002 and, as of January 1, 2003, all were still being investigated by the agency. The licensee conducted quarterly surveys of their safety conscious work environment in 2002 and got generally positive responses from the workforce. In the fourth quarter the ratings worsened somewhat, in response, the licensee believes, to increased safety performance expectations.

The NRC will continue to monitor the resolution of the open allegations of discrimination, their impact on the safety conscious work environment and the general trend of allegations.

North Anna 1 & 2

The majority of the allegations received by the agency in 2002 from North Anna involve concerns associated with their reactor vessel head replacement. An increase in concerns associated with such a significant event is not unexpected and the licensee has also seen an increase in concerns going to their internal employee concerns program. The licensee also suspects that the purchase of Millstone in mid-2001 and subsequent integration of processes and cultures in 2002 may also have contributed to increased concerns in 2002.

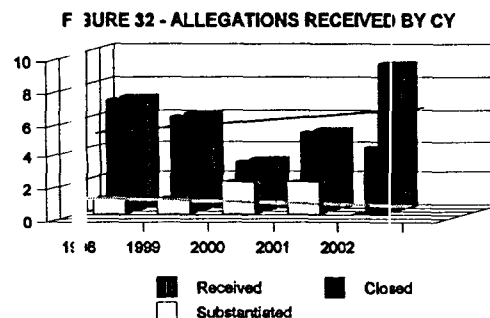


There has only been one allegation of discrimination raised in the five-year period reviewed, and it was received in 2002. This allegation was not raised by the person who was the subject of the alleged discrimination and therefore was not investigated further by the NRC and was closed.

The NRC will continue to monitor general allegation trends at the North Anna site.

Oyster Creek

After declining for several years, the volume of allegations concerning the Oyster Creek site has increased each of the last two years. A review of the individual issues found no pattern or trend in the disciplines involved. However, with regard to allegations of discrimination, there has been a notable increase from one each of the last four years to four in 2002. The licensee underwent significant staff reductions in 2002 and concerns regarding the selection process may have contributed to the higher number of allegations of discrimination last year.



There has not been a substantiated allegation of discrimination in the last five years at Oyster Creek. However, in March 2002, the NRC found that an Exelon corporate manager deliberately discriminated against an employee of their Byron Station. The NRC exercised enforcement discretion with regard to issuing an NOV and civil penalty, however, on October 3, 2002 the agency issued a Confirmatory Order that impacted all of the licensee's operating facilities, including Oyster Creek. That order required, among other things, training for all levels of management on the provisions of employee protection regulations. Two allegations of discrimination concerning Oyster Creek specifically were filed with the NRC in 2002. As of January 1, 2003 both remained open and under investigation.

DISCRIMINATION ALLEGATIONS RECEIVED - CY 99 - 03 June

Site	1999	2000	2001	2002	2003
ARKANSAS 1 & 2		1			
BEAVER VALLEY 1 & 2		1	3	1	
BRAIDWOOD 1 & 2	1	1			
BROWNS FERRY 2 & 3	2		2		
BRUNSWICK 1 & 2	1				
BYRON 1 & 2	4	3	2	2	1
CALLAWAY	2	1	3	1	1
CALVERT CLIFFS 1 & 2	2	1	1		
CATAWBA 1 & 2			2		
CLINTON	1	3		1	
COLUMBIA PLANT	1	1	3	1	
COMANCHE PEAK 1 & 2	1	2			
COOK 1 & 2	6	5	6	7	2
COOPER			3		1
CRYSTAL RIVER		1	1		
DAVIS-BESSE			1	16	6
DIABLO CANYON 1 & 2		4			
DRESDEN 2 & 3	1	4	11	1	
DUANE ARNOLD	2		1		
FARLEY 1 & 2		1			
FERMI			2		1
FITZPATRICK	1	1	1	1	2
FORT CALHOUN			1		2
GRAND GULF	1	1		2	
HARRIS 1 & 2				1	
HATCH 1 & 2	1	2			
INDIAN POINT 2	1	6	2	3	2
INDIAN POINT 3	2	2	2	4	3
KEWAUNEE				1	
LASALLE 1 & 2	6	2			1
LIMERICK 1 & 2		1		2	2
MCGUIRE 1 & 2		1			
MILLSTONE 2 & 3	12	3		3	
MONTICELLO		1			
NINE MILE POINT 1 & 2	3	3	2	1	
NORTH ANNA 1 & 2				1	
OCONEE 1, 2, & 3			1		
OYSTER CREEK	1	1	1	4	2
PALISADES				2	1
PALO VERDE 1, 2, & 3	2			1	1
PEACH BOTTOM 2 & 3		1	1		
PERRY	1	3		2	
PILGRIM	1		2		
POINT BEACH 1 & 2	2	4	3	3	3
PRAIRIE ISLAND 1 & 2				2	1
QUAD CITIES 1 & 2	2	2			
RIVER BEND	1	1			1
SALEM/HOPE CREEK				3	2
SAN ONOFRE 2 & 3	3	3	1	2	2
SEABROOK		2		1	
SEQUOYAH 1 & 2	1	1			

DISCRIMINATION ALLEGATIONS RECEIVED - CY 99 - 03 June

SOUTH TEXAS 1 & 2	9	6	1	1	
ST LUCIE 1 & 2	4	2	2		
SUMMER		1			
SURRY 1 & 2			1		
SUSQUEHANNA 1 & 2	1	2	2	3	1
THREE MILE ISLAND				3	1
TURKEY POINT 3 & 4	2	1	1		
VERMONT YANKEE		1		1	
WATERFORD	2			1	
WATTS BAR	1	3			
WOLF CREEK	1	1			

OPEN ALLEGATIONS - CY : 9 - 03 June

Site	1999	2000	2001	2002	2003	Total
ARKANSAS 1 & 2					1	1
BEAVER VALLEY 1 & 2			1	2		3
BRAIDWOOD 1 & 2				1		1
BRUNSWICK 1 & 2	1			1	1	3
BYRON 1 & 2			2	1	3	6
CALLAWAY				1	1	2
CALVERT CLIFFS 1 & 2					1	1
CATAWBA 1 & 2			2			2
CLINTON				1	1	2
COLUMBIA PLANT					3	3
COOK 1 & 2	1	1	4	3	3	12
COOPER					4	4
DAVIS-BESSE				9	10	19
DIABLO CANYON 1 & 2					1	1
DRESDEN 2 & 3			2	2	2	6
DUANE ARNOLD	1				3	4
FARLEY 1 & 2			1		1	2
FERMI					2	2
FITZPATRICK				1	7	8
FORT CALHOUN					3	3
GINNA					2	2
GRAND GULF				1		1
HARRIS 1 & 2					1	1
HATCH 1 & 2					3	3
INDIAN POINT 2			2	2	11	15
INDIAN POINT 3				3	13	16
KEWAUNEE				1	2	3
LASALLE 1 & 2					2	2
LIMERICK 1 & 2					2	2
MCGUIRE 1 & 2					3	3
MILLSTONE 2 & 3				1	2	3
NINE MILE POINT 1 & 2		1			2	3
NORTH ANNA 1 & 2					2	2
OCONEE 1, 2, & 3					4	4
OYSTER CREEK				2	8	10
PALISADES				1	1	2
PALO VERDE 1, 2, & 3				1	17	18
PEACH BOTTOM 2 & 3				1	1	2
PERRY		1		3	2	6
PILGRIM			1		1	2
POINT BEACH 1 & 2			1	1	6	8
PRAIRIE ISLAND 1 & 2					2	2
QUAD CITIES 1 & 2					1	1
RIVER BEND					1	1
SALEM/HOPE CREEK				5	2	7
SAN ONOFRE 2 & 3				1	4	5
SEABROOK				1	2	3
SEQUOYAH 1 & 2				1	6	7
SOUTH TEXAS 1 & 2					1	1
ST LUCIE 1 & 2			1		8	9
SUMMER		1				1

OPEN ALLEGATIONS - CY : 9 - 03 June

SURRY 1 & 2			1		2	3
SUSQUEHANNA 1 & 2				1	2	3
THREE MILE ISLAND				3	1	4
WATTS BAR	1				1	2

ALLEGATIONS RECEIVED - C / 99 - 03 June

Site	1999	2000	2001	2002	2003
ARKANSAS 1 & 2	3	7	4	3	2
BEAVER VALLEY 1 & 2	5	3	8	2	
BRAIDWOOD 1 & 2	15	15	5	8	
BROWNS FERRY 2 & 3	6	5	3	2	
BRUNSWICK 1 & 2	3	2	2	3	2
BYRON 1 & 2	25	17	20	15	4
CALLAWAY	5	10	7	8	2
CALVERT CLIFFS 1 & 2	6	3	3	3	2
CATAWBA 1 & 2	4	1	8	1	
CLINTON	12	11	1	3	1
COLUMBIA PLANT	5	1	14	7	3
COMANCHE PEAK 1 & 2	7	6	5	2	
COOK 1 & 2	22	25	13	16	3
COOPER	2	3	11	8	4
CRYSTAL RIVER	4	4	3	2	
DAVIS-BESSE	3		2	42	15
DIABLO CANYON 1 & 2	4	12	7	5	2
DRESDEN 2 & 3	3	12	35	13	2
DUANE ARNOLD	7	3	4	2	3
FARLEY 1 & 2	3	8	3	2	1
FERMI	1	5	4	4	2
FITZPATRICK	1	8	1	3	8
FORT CALHOUN	4	3	2	5	3
GINNA	2	1	1	2	2
GRAND GULF	4	3	5	6	
HARRIS 1 & 2	4	2	1	7	2
HATCH 1 & 2	8	13	2	5	4
INDIAN POINT 2	4	13	17	21	14
INDIAN POINT 3	10	10	6	13	18
KEWAUNEE	2	1	5	4	4
LASALLE 1 & 2	13	4	2	3	3
LIMERICK 1 & 2	1	4	2	7	3
MCGUIRE 1 & 2		3	2		4
MILLSTONE 2 & 3	22	11	2	8	3
MONTICELLO	3	1	1	1	2
NINE MILE POINT 1 & 2	8	13	5	6	2
NORTH ANNA 1 & 2	2	5	1	10	2
OCONEE 1, 2, & 3	4	3	5	2	4
OYSTER CREEK	6	3	6	12	13
PALISADES		1	4	10	3
PALO VERDE 1, 2, & 3	6	3	4	5	19
PEACH BOTTOM 2 & 3	2	5	3	2	1
PERRY	9	8	12	9	3
PILGRIM	6	4	6	4	1
POINT BEACH 1 & 2	8	6	9	9	8
PRAIRIE ISLAND 1 & 2	5	2	3	8	2
QUAD CITIES 1 & 2	6	7	1	4	3
RIVER BEND	10	3	2	1	2
ROBINSON	1	2	2		
SALEM/HOPE CREEK	3	1	3	14	5
SAN ONOFRE 2 & 3	28	23	9	16	6

ALLEGATIONS RECEIVED - C / 99 - 03 June

SEABROOK	3	3	5	10	2
SEQUOYAH 1 & 2	5	7	2	5	6
SOUTH TEXAS 1 & 2	14	13	4	6	2
ST LUCIE 1 & 2	37	11	25	11	13
SUMMER	1	3	3	2	2
SURRY 1 & 2		5	2	5	2
SUSQUEHANNA 1 & 2	8	13	15	10	3
THREE MILE ISLAND		1	5	5	1
TURKEY POINT 3 & 4	13	13	15	4	1
VERMONT YANKEE	2	2	2	4	1
VOGTLE 1 & 2	4		2	4	
WATERFORD	7	2	2	7	
WATTS BAR	10	5	5	8	2
WOLF CREEK	10	7	4	2	