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Senior Project Manager Bo Pham **Nuclear Regulatory Commission** 11545 Rockville Pike Rockville, MD 20852

## RECEIVE

RULES AND DIRECTIVES BRANCH

Dear Mr. Pham:

As a long-time Indian Point employee and Hudson Valley Resident, soon to retire after 30 years at Indian Point, I am compelled to write and encourage you to Relicense the Indian Point units.

I worked in operations my entire career and under Entergy Nuclear ownership over the last 7 years as a Shift Manager. I have seen significant positive cultural changes. As an unregulated business we rely on becoming increasingly efficient by having far reaching safety and performance goals. We are reliant on our annual goals to measure our success. When successful we are compensated financially when we fail we receive no compensation for additional hours worked.

I think it's important to share some of this information with you so you can better understand why we are successful. It's simple if I work as a team to meet all the goals I personally profit and we collectively move ahead.

We have held seven Refuel Outages under Entergy each one executed better each time with shorter durations and better Industrial Safety performance. I personally worked long hours to complete two Power Uprates within short outage windows. Believe it or not we only received two of seven Refueling Outage Financial Incentive awards in seven outage attempts, even though we preformed very well.

Entergy cares about Work Quality; if the unit should need to be shut down or trips within 60 days after a successful refuel outage due to a maintaince activity in the outage the incentive award is not distributed. I have personally felt that pain too many times. All this said, to prove how one of many a cultural shifts to incentify every worker at IPEC has been accomplished and how you attain a 98.85 % Availability Factor at IP2 and 83.25% Availability Factor at IP3.

There is a great safe future here at IPEC and men like you have the difficult job to make the correct decision for New York State and our Country.

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