



Entergy Nuclear Operations, Inc.
440 Hamilton Avenue
White Plains, NY
10601

John F. McCann
Director
Nuclear Safety and Licensing

August 22, 2008
ENOC-08-00041

U. S. Nuclear Regulatory Commission
ATTN: Document Control Desk
Washington, DC 20555-0001

SUBJECT: James A. FitzPatrick Nuclear Power Plant
Docket No. 50-333
Indian Point Nuclear Generating Units No. 1, 2 and 3
Docket Nos. 50-003, 50-247, and 50-286
Pilgrim Nuclear Power Station
Docket No. 50-293
Vermont Yankee Nuclear Power Station
Docket No. 50-271
**Fitness-for-Duty Program Performance Report
For the Period January 2008 – June 2008**

Dear Sir or Madam:

This letter transmits the James A. FitzPatrick, Indian Point 1, Indian Point 2, Indian Point 3, Pilgrim, and Vermont Yankee Fitness-for-Duty Program performance reports for the period from January 2008 through June 2008 in accordance with the requirements of 10 CFR 26.71(d). The FitzPatrick report is Attachment I; the combined Indian Point 1, 2, and 3 report is Attachment II; the Pilgrim report is Attachment III, and the Vermont Yankee report is Attachment IV.

A021
HRR

There are no new commitments made in this letter. If you have any questions, please contact Ms. Charlene Faison at 914-272-3378.

Very truly yours,



John McCann
Director, Nuclear Safety and Licensing
Entergy Nuclear Operations, Inc.

Attachments: As stated

cc:

Mr. Samuel J. Collins
Regional Administrator, Region I
U.S. Nuclear Regulatory Commission
475 Allendale Road
King of Prussia, PA 19406-1415

Resident Inspector's Office
Indian Point Unit 3
U.S. Nuclear Regulatory Commission
P.O. Box 59
Buchanan, NY 10511-0059

Mr. John Boska, Project Manager
Plant Licensing Branch I-1
Division of Operating Reactor Licensing
Office of Nuclear Reactor Regulation
U.S. Nuclear Regulatory Commission
Mail Stop O-8-C2
Washington, DC 20555-0001

Resident Inspector's Office
Indian Point Unit 2
U.S. Nuclear Regulatory Commission
P.O. Box 59
Buchanan, NY 10511-0059

Mr. James S. Kim, Project Manager
Plant Licensing Branch I-1
Division of Operator Reactor Licensing
Office of Nuclear Reactor Regulation
U.S. Nuclear Regulatory Commission
M/S O-8C2
Washington, DC 20555-0001

Resident Inspector's Office
James A. FitzPatrick Nuclear Power Plant
U.S. Nuclear Regulatory Commission
P.O. Box 136
Lycoming, NY 13093-0136

Mr. Ted Smith, Project Manager
Division of Waste Management and
Environmental Protection
Office of Federal and State Materials and
Environmental Management Programs
U.S. Nuclear Regulatory Commission
Mail Stop T-7-E18
Washington, DC 20555-0001

Resident Inspector's Office
Pilgrim Nuclear Power Station
U.S. Nuclear Regulatory Commission
600 Rocky Hill Road
Mail Stop 66
Plymouth, MA 02360

Resident Inspector's Office
Vermont Yankee Nuclear Power Station
U.S. Nuclear Regulatory Commission
320 Governor Hunt Road
P.O. Box 157
Vernon, VT 05354

Mr. Paul Eddy
NYS Department of Public Service
3 Empire State Plaza
Albany, NY 12223

Mr. Paul D. Tonko
President
NYSERDA
17 Columbia Circle
Albany, NY 12203

Mr. David O'Brien
Commissioner
Department of Public Service
112 State Street, Drawer 20
Montpelier, VT 05620-2601

ATTACHMENT I TO ENOC-08-00041

JAMES A. FITZPATRICK NUCLEAR POWER PLANT

**FITNESS FOR DUTY PROGRAM
PERFORMANCE REPORT FOR
JANUARY 2008 THROUGH JUNE 2008**

(4 pages)

ENERGY NUCLEAR OPERATIONS, INC.
JAMES A. FITZPATRICK NUCLEAR POWER PLANT
DOCKET NO. 50-333
DPR-59

Entergy Nuclear Operations, Inc.
James A. FitzPatrick Nuclear Power Plant
Fitness-for-Duty Program Performance Report
For the Period January through June 2008

INTRODUCTION

10 CFR 26.71(d) requires that nuclear power plant licensees periodically collect, compile and submit Fitness-for-Duty performance data. Specifically, this performance data must include:

1. Random testing rate;
2. Drugs tested for and cutoff levels, including results of tests using lower cutoff levels;
3. Workforce population tested;
4. Numbers of tests and results by population and type of test (i.e., pre-access, random, for-cause, etc.);
5. Substances identified;
6. Summary of management actions; and
7. A list of events reported.

Fitness-for-Duty performance data for Entergy's James A. FitzPatrick Nuclear Power Plant for the period January through June 2008 are provided below and in the attached tables. Data on random testing rate, a summary of management actions, and a list of events reported (items 1, 6 and 7) are given below. Data for the remaining items (2, 3, 4 and 5) are given in the attached tables.

An additional section not required by 10 CFR 26 is included in this report. The additional section summarizes events related to the FitzPatrick Fitness-for-Duty Program and lessons learned.

At JAF, Entergy considers all contractors to be short-term contractors for the purposes of the Fitness-for-Duty Program. For this reason, the attached tables show "zeros" for data associated with long-term contractors.

RANDOM TESTING RATE

For this period, 28.77% of the workforce were tested randomly.

SUMMARY OF MANAGEMENT ACTIONS

Entergy used the definition of "Management Actions" implicit in 10 CFR 26.27 ("Management actions and sanctions to be imposed") to determine the content of this section.

Pre-Access Testing

A total of 87 pre-access tests (25-employees, 62-contractors) were administered. All tests were negative.

Random Testing

A total of 239 random tests (203-employees, 36-contractors) were administered. One employee tested positive for marijuana. A mandatory EAP referral was completed with a minimal 14-day suspension. The employee returned to work after signing a reentry agreement and was placed in the follow up program for 3 years. All other tests were negative. All contractor Random tests were negative.

For Cause Testing

There were no For Cause Tests performed this period.

Follow Up Testing

There were 19 follow up tests (17- employees and 2 contractors) administered during this reporting period. All test results were negative.

Other

This category includes tests repeated because the results of the specimen were negative but the specimen was determined by the laboratory to have either a low specific gravity or a low concentration of creatinine. There were 9 atypical tests (8 employees and 1 contractor). All repeat observed test results were negative. There were 3 Department of Transportation (DOT) tests performed (which had a lower alcohol cutoff level at 0.02% BAC). 2 of the DOT tests were Random and 1 was a Follow-up test. The test results were negative.

Events Reported

None

Lessons Learned and Program Events

There were no program events identified during this period at JAF. A fleet condition report (CR-HQN-2008-00728) was generated to share the event and lessons learned from not meeting the blind sample requirements at two other licensee plants.

Attachment I TO ENOC-08-00041

Fitness For Duty Program

Semi-Annual Performance Data Report - Personnel Subject to 10CFR26

Section I - Company Data

Company: Entergy - JAF	Six-Month Period: 01/01/2008 to 06/30/2008
Location: James A. FitzPatrick Nuclear Power Plant PO Box 110 Lycoming, NY 13093	Drugs Tested For
Contact: Debra J. Caltabiano Access/FFD Coordinator	Screen/Confirmation (ng/ml)
Phone: (315) 349-6412	Marijuana 100/15 Marijuana 50/15 (N/A for JAF) Cocaine 300/150 Opiates 300/300 Amphetamines 1000/500 Phencyclidine 25/25 Alcohol (%BAC) 0.04% BAC
	Random Testing Rate: NLT 50% per annum.

Section II - Testing Results

Avg. Workforce	Licensee Employee			Long-Term Contractor			Short-Term Contractor			Total		
	Tested	Positive	Refused	Tested	Positive	Refused	Tested	Positive	Refused	Tested	Positive	Refused
	716	97		0			113	81		830	79	
Category	Tested	Positive	Refused	Tested	Positive	Refused	Tested	Positive	Refused	Tested	Positive	Refused
Follow-Up	17	0	0	0	0	0	2	0	0	19	0	0
Observed Behavior	0	0	0	0	0	0	0	0	0	0	0	0
Other	11	0	0	0	0	0	1	0	0	12	0	0
Post Accident	0	0	0	0	0	0	0	0	0	0	0	0
Pre-Access	25	0	0	0	0	0	62	0	0	87	0	0
Random	203	1	0	0	0	0	36	0	0	239	1	0
Total	256	1	0	0	0	0	101	0	0	357	1	0

Section III - Breakdown of Confirmed Positive Tests for Specific Substances

	Alcohol	Ampheta- mines	Cocaine	Marijuana 50	Marijuana 100	Opiates	Phencycli- dine	FFD Violation	Refused	Total
Licensee Employee	0	0	0	0	1	0	0	0	0	1
Short-Term Contractor	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	1	0	0	0	0	1

Note: Any discrepancies in the totals in this section versus Section II indicate that one or more tests detected multiple drugs. Refer to Section IV for the declaration of these tests and their corresponding drugs.

Attachment I TO ENOC-08-00041

Section IV - Breakdown of Tests With Multiple Detected Drugs

	Alcohol	Ampheta- mines	Cocaine	Marijuana 50	Marijuana 100	Opiates	Phencycli- dine	FFD Violation	Refused
None									

Section V - Blind Testing Results

Q1	13.07 %
Q2	12.25 %
Period	12.61 %

Section VI - Random Testing Results

For Period	28.77 %
------------	---------

ATTACHMENT II TO ENOC-08-00041

INDIAN POINT NUCLEAR GENERATING UNITS NO. 1, 2, and 3

**FITNESS FOR DUTY PROGRAM
PERFORMANCE REPORT FOR
JANUARY 2008 THROUGH JUNE 2008**

(5 pages)

ENTERGY NUCLEAR OPERATIONS, INC.
INDIAN POINT NUCLEAR GENERATING UNIT NO. 1
DOCKET NO. 50-003
DPR-5
INDIAN POINT NUCLEAR GENERATING UNIT NO. 2
DOCKET NO. 50-247
DPR-26
INDIAN POINT NUCLEAR GENERATING UNIT NO. 3
DOCKET NO. 50-286
DPR-64

ATTACHMENT II TO ENOC-08-00041

Entergy Nuclear Operations, Inc.
Indian Point Energy Center Units No. 1, 2, 3
Fitness-For-Duty Program Performance Report
For the Period of January through June 2008

INTRODUCTION

10 CFR 26.71 (d) requires that nuclear power plant licensees periodically collect, compile and submit Fitness-For-Duty performance data. Specifically, this performance data must include:

1. Random testing rate;
2. Drugs tested for and cutoff levels, including results of tests using lower cutoff levels and tests for other drugs;
3. Workforce population tested;
4. Numbers of tests and results by population and type of test (i.e., pre-access, random, for-cause, etc.);
5. Substances identified;
6. Summary of management actions; and
7. A list of events reported.

Fitness-For-Duty performance data for the Entergy's Indian Point Energy Center for the period from January through June 2008 are provided below and in the attached tables. The random testing rate, a summary of management actions, and a list of events reported (items 1, 6, and 7) are given below. Data for the remaining items (2, 3, 4 and 5) are given in the attached tables.

An additional section not required by 10 CFR 26 is included in this report. The additional section summarizes events related to the Indian Point Energy Center Fitness-For-Duty program and lessons learned.

At IPEC, Entergy considers all contractors to be short-term for the purposes of the Fitness-For-Duty program. For this reason, the attached tables show "zeros" for data associated with long-term contractors.

RANDOM TESTING RATE

For this period, 25.17% of the workforce was tested randomly.

SUMMARY OF MANAGEMENT ACTIONS

Entergy used the definition of "Management Actions" implicit in 10 CFR 26.27 ("Management actions and sanctions to be imposed") to determine the content of this section.

Pre-Access Testing

A total of seven hundred and thirteen (713) pre-access tests were performed (75 employees and 638 contractors).

One employee tested positive for cocaine. Mandatory EAP referral and a fourteen-day suspension were initiated. The individual abandoned his job duties and was terminated.

Nine (9) contractor tests were positive; 4 for cocaine, 4 for marijuana (all four samples tested at $\geq 50\text{ng/ml}$ and 3 of the four samples tested at $\geq 100\text{ng/ml}$). All individuals were denied access to the site for three years. One (1) individual tested positive for alcohol. Individual was denied access to the site for one year.

Random Testing

A total of four-hundred and four (404) random tests were performed (319-employees and 85-contractors).

One employee tested positive for cocaine. Mandatory EAP referral and a fourteen-day suspension were initiated. Employee was placed in follow-up testing program for 3 years upon returning to work.

One contractor tested positive for alcohol. The individual was a supervisor and a 24-hour notification was made to NRC. Individual was denied access to the site for one year.

One contractor tested positive for marijuana at $\geq 50\text{ng/ml}$ and $\geq 100\text{ng/ml}$. The individual was denied access to the site for three years.

For-Cause Testing

A total of eleven (11) for-cause tests were performed. Eight tests were for observed behavior (4 employees and 4 contractors). Three tests were for post accident (3 contractors).

All for-cause tests for contractors were negative.

One employee tested positive for cocaine on an observed behavior test. Mandatory EAP referral and a fourteen-day suspension were initiated. Employee was placed in follow-up testing program for 3 years upon returning to work.

Follow-Up Testing

A total of thirty six (36) follow-up (11-employee and 25-contractor) tests were performed.

All follow-up tests for employees and contractors were negative.

Other

This category includes tests repeated because the results of the specimen were negative but the specimen was determined by the laboratory to have either a low specific gravity or a low concentration of creatinine. A total of eight (8) tests were performed (5 employees and 3 contractors).

One contractor tested positive for marijuana at ≥ 50 ng/ml. Individual was denied access to the site for three years.

Events Reported

There was a 24 hour FFD notification made to the NRC for a contractor supervisor who tested positive for alcohol during a random test. Individual was denied access to site for one year.

Lessons Learned and Program Events.

There were no program events identified during this period at IPEC. A fleet condition report (CR-HQN-2008-00728) was generated to share the event and lessons learned from not meeting the blind sample requirements at two other licensee plants.

Attachment II TO ENOC-08-00041

Fitness For Duty Program

Semi-Annual Performance Data Report - Personnel Subject to 10CFR26

Section I - Company Data

Company: Indian Point Energy Center (IPEC)	Six-Month Period: 01/01/2008 to 06/30/2008																
Location: Indian Point Energy Center 450 Broadway, Suite 3 Buchanan, NY 10511	<table border="1"> <thead> <tr> <th><u>Drugs Tested For</u></th> <th><u>Screen/Confirmation (ng/ml)</u></th> </tr> </thead> <tbody> <tr> <td>Marijuana</td> <td>100/15</td> </tr> <tr> <td>Marijuana</td> <td>50/15</td> </tr> <tr> <td>Cocaine</td> <td>300/150</td> </tr> <tr> <td>Opiates</td> <td>300/300</td> </tr> <tr> <td>Amphetamines</td> <td>1000/500</td> </tr> <tr> <td>Phencyclidine</td> <td>25/25</td> </tr> <tr> <td>Alcohol (%BAC)</td> <td>0.04% BAC</td> </tr> </tbody> </table>	<u>Drugs Tested For</u>	<u>Screen/Confirmation (ng/ml)</u>	Marijuana	100/15	Marijuana	50/15	Cocaine	300/150	Opiates	300/300	Amphetamines	1000/500	Phencyclidine	25/25	Alcohol (%BAC)	0.04% BAC
<u>Drugs Tested For</u>		<u>Screen/Confirmation (ng/ml)</u>															
Marijuana		100/15															
Marijuana	50/15																
Cocaine	300/150																
Opiates	300/300																
Amphetamines	1000/500																
Phencyclidine	25/25																
Alcohol (%BAC)	0.04% BAC																
Contact: Sharon Quinn Senior Security Coordinator																	
Phone: (914) 788-2193	Random Testing Rate: NLT 50% per annum.																

Section II - Testing Results

	Licensee Employee			Long-Term Contractor			Short-Term Contractor			Total		
Avg. Workforce	1162.29			0.0			442.98			1605.27		
Category	Tested	Positive	Refused	Tested	Positive	Refused	Tested	Positive	Refused	Tested	Positive	Refused
Follow-Up	11	0	0	0	0	0	25	0	0	36	0	0
Observed Behavior	4	1	0	0	0	0	4	0	0	8	1	0
Post Accident	0	0	0	0	0	0	3	0	0	3	0	0
Other	5	0	0	0	0	0	3	1	0	8	1	0
Pre-Access	75	1	0	0	0	0	638	9	0	713	10	0
Random	319	1	0	0	0	0	85	2	0	404	3	0
Total	414	3	0	0	0	0	758	12	0	1172	15	0

Section III - Breakdown of Confirmed Positive Tests for Specific Substances

	Alcohol	Ampheta- mines	Cocaine	Marijuana 50	Marijuana 100	Opiates	Phencycli- dine	FFD Violation	Refused	Total
Licensee Employee	0	0	3	0	0	0	0	0	0	3
Long-Term Contractor	0	0	0	0	0	0	0	0	0	0
Short-Term Contractor	2	0	4	6	4	0	0	0	0	16
Total	2	0	7	6	4	0	0	0	0	19

Note: Discrepancies in the totals in this section versus Section II indicate that one or more tests detected multiple drugs. Refer to Section IV for the declaration of these tests and their corresponding drugs.

Attachment II to ENOC-08-00041

Section IV - Breakdown of Tests With Multiple Detected Drugs

	Alcohol	Ampheta- mines	Cocaine	Marijuana 50	Marijuana 100	Opiates	Phencycli- dine	FFD Violation	Refused
4 Short-Term Contractors	0	0	0	4	4	0	0	0	0

Section V - Blind Testing Results

Q1	10.78 %
Q2	11.63 %
<hr/>	
Period	11.09 %

Section VI - Random Testing Results

For Period 25.17 %

ATTACHMENT III TO ENOC-08-00041

PILGRIM NUCLEAR POWER STATION
FITNESS FOR DUTY PROGRAM
PERFORMANCE REPORT FOR
JANUARY 2008 THROUGH JUNE 2008

(4 pages)

ENERGY NUCLEAR OPERATIONS, INC.
PILGRIM NUCLEAR POWER STATION
DOCKET NO. 50-293
DPR-35

ATTACHMENT III TO ENOC-08-00041

Entergy Nuclear Operations, Inc.
Pilgrim Nuclear Power Station
Fitness-For-Duty Program Performance Report
For the Period January through June 2008

INTRODUCTION

10 CFR 26.71(d) requires that nuclear power plant licensees periodically collect, compile, and submit Fitness-For-Duty performance data. Specifically, this performance data must include:

1. Random testing rate;
2. Drugs tested for and cutoff levels, including results of tests using lower cutoff levels and tests for other drugs;
3. Workforce population tested;
4. Numbers of tests and results by population and type of test (i.e. pre-access, random, for cause, etc.);
5. Substances Identified;
6. Summary of management actions; and
7. A list of events reported.

Fitness-For-Duty performance data for the Entergy's Pilgrim Nuclear Power Plant for the period from January through June 2008 are provided below and in the attached tables. The random testing rate, a summary of management actions, and a list of events reported (Items 1, 6, and 7) are given below. Data for the remaining Items (2, 3, 4 and 5) are given in the attached tables.

An additional section not required by 10CFR26 is included in this report. The additional section summarizes events related to Pilgrim Station's Fitness-For-Duty program and lessons learned.

At Pilgrim, Entergy considers all contractors to be short-term contractors for the purposes of the Fitness-for-Duty Program.

RANDOM TEST RATE

During this period, 28.07% of the workforce was tested randomly.

SUMMARY OF MANAGEMENT ACTIONS

Entergy used the definition of "Management Actions" implicit in 10 CFR 26.27 ("Management actions and sanctions to be imposed") to determine the content of this section.

Pre-Access Testing

During this period, a total of 130 pre-access tests were administered. The breakdown is 80 licensee employees and 50 short-term contractors. One short-term contractor test result was

ATTACHMENT III TO ENOC-08-00041

positive for cocaine and his access has been denied to all Entergy plants for a minimum of 3 years.

Random Testing

A total of two hundred-sixteen (216) random tests were performed. Two hundred-six (206) were licensee employees and ten (10) were short term contractors. All test results were negative.

For Cause Testing

A total of 4 for-cause tests were performed (3 observed behavior and 1 post accident).

One observed behavior test was for a short term contractor who was terminated for inattentiveness to duties. The test result was negative. The other two tests were for an Entergy employee who was initially tested negative but was referred to Employee Assistance Program (EAP) for personal issues. While at the EAP office, it was thought that he had the smell of alcohol in his breath and FFD personnel escorted him back to the site for another test. Both test results were negative. The individual is now in the Employee Assistance Program.

One for-cause test for an Entergy employee was performed as the result of a minor car accident in the parking lot. The test result was negative and no further action was taken.

Follow-up Testing

A total of 8 follow-up tests were performed during this period. Seven were Entergy employees and one was a short term contractor. All test results were negative.

Other

This category includes tests repeated because the results of the specimen were negative, but the specimen was determined by the laboratory to have either a low specific gravity or a low concentration of creatinine. A total of six (6) tests (5 employees, 1 contractor) in this category were performed. All results were negative.

Events Reported

There were no events during this time period that required reporting to the NRC. No performance indicators were identified during this period.

Lessons Learned and Program Events

During the first quarter of 2008, Pilgrim Station did not meet the 10% blind sample submittal as required (although the combined average for the first and second quarter was over 10%). A condition report (CR-PNP-2008-02386) was generated. Corrective actions and follow-up actions to prevent future recurrence have been implemented. A fleet condition report (CR-HQN-2008-00728) was generated to share the event and lessons learned with other Entergy fleet sites.

Attachment III TO ENOC-08-00041

Fitness For Duty Program

Semi-Annual Performance Data Report - Personnel Subject to 10CFR26

Section I - Company Data

Company: Entergy – Pilgrim Station	Six-Month Period: 01/01/2008 to 06/30/2008																
Location: Entergy – Pilgrim Station 600 Rocky Hill Road Plymouth, MA 02360	<table border="1"> <thead> <tr> <th><u>Drugs Tested For</u></th> <th><u>Screen/Confirmation (ng/ml)</u></th> </tr> </thead> <tbody> <tr> <td>Marijuana</td> <td>100/15</td> </tr> <tr> <td>Marijuana</td> <td>50/15</td> </tr> <tr> <td>Cocaine</td> <td>300/150</td> </tr> <tr> <td>Opiates</td> <td>300/300</td> </tr> <tr> <td>Amphetamines</td> <td>1000/500</td> </tr> <tr> <td>Phencyclidine</td> <td>25/25</td> </tr> <tr> <td>Alcohol (%BAC)</td> <td>0.04% BAC</td> </tr> </tbody> </table>	<u>Drugs Tested For</u>	<u>Screen/Confirmation (ng/ml)</u>	Marijuana	100/15	Marijuana	50/15	Cocaine	300/150	Opiates	300/300	Amphetamines	1000/500	Phencyclidine	25/25	Alcohol (%BAC)	0.04% BAC
<u>Drugs Tested For</u>		<u>Screen/Confirmation (ng/ml)</u>															
Marijuana		100/15															
Marijuana	50/15																
Cocaine	300/150																
Opiates	300/300																
Amphetamines	1000/500																
Phencyclidine	25/25																
Alcohol (%BAC)	0.04% BAC																
Contact: Diane Wilson Security Coordinator																	
Phone: (508) 830-8256	Random Testing Rate: NLT 50% per annum.																

Section II - Testing Results

	Licensee Employee			Long-Term Contractor			Short-Term Contractor			Total		
Avg. Workforce	672.30			0.0			97.26			769.56		
Category	Tested	Positive	Refused	Tested	Positive	Refused	Tested	Positive	Refused	Tested	Positive	Refused
Follow-Up	7	0	0	0	0	0	1	0	0	8	0	0
Observed Behavior	2	0	0	0	0	0	1	0	0	3	0	0
Post Accident	1	0	0	0	0	0	0	0	0	1	0	0
Other	5	0	0	0	0	0	1	0	0	6	0	0
Pre-Access	80	0	0	0	0	0	50	1	0	130	1	0
Random	206	0	0	0	0	0	10	0	0	216	0	0
Total	301	0	0	0	0	0	63	1	0	364	1	0

Section III - Breakdown of Confirmed Positive Tests for Specific Substances

	Alcohol	Ampheta- mines	Cocaine	Marijuana 50	Marijuana 100	Opiates	Phencycli- dine	FFD Violation	Refused	Total
Licensee Employee	0	0	0	0	0	0	0	0	0	0
Long-Term Contractor	0	0	0	0	0	0	0	0	0	0
Short-Term Contractor	0	0	1	0	0	0	0	0	0	1
Total	0	0	1	0	0	0	0	0	0	1

Note: Discrepancies in the totals in this section versus Section II indicate that one or more tests detected multiple drugs. Refer to Section IV for the declaration of these tests and their corresponding drugs.

Attachment III to ENOC-08-00041

Section IV - Breakdown of Tests With Multiple Detected Drugs

Alcohol	Ampheta- mines	Cocaine	Marijuana 50	Marijuana 100	Opiates	Phencycli- dine	FFD Violation	Refused
---------	-------------------	---------	-----------------	------------------	---------	--------------------	------------------	---------

None

Section V - Blind Testing Results

Q1	9.82 %
Q2	12.44 %
<hr/>	
Period	11.26 %

Section VI - Random Testing Results

For Period	28.07 %
------------	---------

ATTACHMENT IV TO ENOC-08-00041

VERMONT YANKEE NUCLEAR POWER STATION

**FITNESS FOR DUTY PROGRAM
PERFORMANCE REPORT FOR
JANUARY 2008 THROUGH JUNE 2008**

(5 pages)

ENERGY NUCLEAR OPERATIONS, INC.
Vermont Yankee Nuclear Power Station
Docket No. 50-271
DPR-28

Entergy Nuclear Operations, Inc.
Vermont Yankee
Fitness-For-Duty Program Performance Report
For the Period of January through June 2008

INTRODUCTION

10 CFR 26.71 (d) requires that nuclear power plant licensees periodically collect, compile and submit Fitness-For-Duty performance data. Specifically, this performance data must include:

1. Random testing rate;
2. Drugs tested for and cutoff levels, including results of tests using lower cutoff levels and tests for other drugs;
3. Workforce population tested;
4. Numbers of tests and results by population and type of test (i.e., pre-access, random, for-cause, etc.);
5. Substances identified;
6. Summary of management actions; and
7. A list of events reported.

Fitness-For-Duty performance data for Entergy's Vermont Yankee for the period from January through June 2008 are provided below and in the attached tables. The random testing rate, a summary of management actions, and a list of events reported (items 1, 6, and 7) are given below. Data for the remaining items (2, 3, 4 and 5) are given in the attached tables.

An additional section not required by 10CFR26 is included in this report. The additional section summarizes events related to Vermont Yankee's Fitness-For-Duty program and lessons learned.

At Vermont Yankee, Entergy considers Wackenhut Security contractors to be long-term and all other contractors to be short-term for the purposes of the Fitness-For-Duty program.

RANDOM TESTING RATE

For this period, 27.32% of the workforce was tested randomly.

SUMMARY OF MANAGEMENT ACTIONS

Entergy used the definition of "Management Actions" implicit in 10 CFR 26.27 ("Management actions and sanctions to be imposed") to determine the content of this section.

Pre-Access Testing

A total of one-hundred-fifty-seven (157) pre-access tests were performed during this period: Seventy-Four (74) employees; nine (9) long-term contractors and seventy-four (74) short-term contractors.

Two short-term contractor test results were positive; both were for marijuana \geq 100ng/ml. Both were denied access for a minimum of three years.

All other tests under this category were negative.

Random Testing

A total of two-hundred-twenty-two (222) random tests were performed during this period: One-hundred-fifty-five (155) employees; twenty-eight (28) long-term contractors and thirty-nine (39) short-term contractors.

All tests under this category were negative.

For-Cause Testing

A total of eight (8) for-cause tests were performed during this period.

Four (4) licensee employees, two (2) long-term contractors, and one (1) short-term contractor for observed behavior. One (1) long-term contractor for post accident.

One (1) licensee employee for-cause observed behavior tested positive for alcohol by back extrapolation. A mandatory EAP referral was completed with a minimal 14-day suspension. Employee was returned to work after signing a re-entry agreement and was placed in the follow-up program for three years. All other tests were negative.

Follow-Up Testing

A total of twenty-two (22) follow-up tests were performed during this period: Thirteen (13) employees, four (4) long-term contractor and five (5) short-term contractors were tested.

All tests under this category were negative.

Other

This category includes tests repeated because the results of the specimen were negative but the specimen was determined by the laboratory to have either a low specific gravity or a low concentration of creatinine.

A total of four (4) tests were performed during this period. Two (2) licensee employees, one (1) long-term contractor, one (1) short-term contractor

All tests under this category were negative.

Events Reported

There were no reportable events during this period. No performance indicators were identified during this period.

Lessons Learned and Program Events.

During the 1st quarter, VY did not meet the 10% blind sample submittal as required (although the combined average rate for the 1st and 2nd quarter was over the 10%). A condition report (CR-VTY-2008-03015) was generated. Corrective actions and follow-up actions to prevent future recurrence have been implemented. A fleet condition report (CR-HQN-2008-00728) was generated to share the event and lessons learned with other Entergy fleet sites.

Attachment IV TO ENOC-08-00041

Fitness For Duty Program

Semi-Annual Performance Data Report - Personnel Subject to 10CFR26

Section I - Company Data

Company: Entergy – Vermont Yankee	Six-Month Period: 01/01/2008 to 06/30/2008																
Location: Governor Hunt Road PO Box 157 Vernon, VT 05354	<table border="1"> <thead> <tr> <th><u>Drugs Tested For</u></th> <th><u>Screen/Confirmation (ng/ml)</u></th> </tr> </thead> <tbody> <tr> <td>Marijuana</td> <td>100/15</td> </tr> <tr> <td>Marijuana</td> <td>50/15</td> </tr> <tr> <td>Cocaine</td> <td>300/150</td> </tr> <tr> <td>Opiates</td> <td>300/300</td> </tr> <tr> <td>Amphetamines</td> <td>1000/500</td> </tr> <tr> <td>Phencyclidine</td> <td>25/25</td> </tr> <tr> <td>Alcohol (%BAC)</td> <td>0.04% BAC</td> </tr> </tbody> </table>	<u>Drugs Tested For</u>	<u>Screen/Confirmation (ng/ml)</u>	Marijuana	100/15	Marijuana	50/15	Cocaine	300/150	Opiates	300/300	Amphetamines	1000/500	Phencyclidine	25/25	Alcohol (%BAC)	0.04% BAC
<u>Drugs Tested For</u>	<u>Screen/Confirmation (ng/ml)</u>																
Marijuana	100/15																
Marijuana	50/15																
Cocaine	300/150																
Opiates	300/300																
Amphetamines	1000/500																
Phencyclidine	25/25																
Alcohol (%BAC)	0.04% BAC																
Contact: Tina Emery-Howe Senior Security Coordinator																	
Phone: (802) 258-5804																	
	Random Testing Rate: NLT 50% per annum.																

Section II - Testing Results

	Licensee Employee			Long-Term Contractor			Short-Term Contractor			Total		
Avg. Workforce	519.51			108.26			184.93			812.70		
Category	Tested	Positive	Refused	Tested	Positive	Refused	Tested	Positive	Refused	Tested	Positive	Refused
Follow-Up	13	0	0	4	0	0	5	0	0	22	0	0
Observed Behavior	4	1	0	2	0	0	1	0	0	7	1	0
Post Accident	0	0	0	1	0	0	0	0	0	1	0	0
Other	2	0	0	1	0	0	1	0	0	4	0	0
Pre-Access	74	0	0	9	0	0	74	2	0	157	2	0
Random	155	0	0	28	0	0	39	0	0	222	0	0
Total	248	1	0	45	0	0	120	2	0	413	3	0

Section III - Breakdown of Confirmed Positive Tests for Specific Substances

	Alcohol	Ampheta- mines	Cocaine	Marijuana 50	Marijuana 100	Opiates	Phencycli- dine	FFD Violation	Refused	Total
Licensee Employee		1	0	0	0	0	0	0	0	1
Long-Term Contractor		0	0	0	0	0	0	0	0	0
Short-Term Contractor		0	0	0	2	0	0	0	0	2
Total		1	0	0	2	0	0	0	0	3

Note: Discrepancies in the totals in this section versus Section II indicate that one or more tests detected multiple drugs. Refer to Section IV for the declaration of these tests and their corresponding drugs.

Attachment IV to ENOC-08-00041

Section IV - Breakdown of Tests With Multiple Detected Drugs

	Alcohol	Ampheta- mines	Cocaine	Marijuana 50	Marijuana 100	Opiates	Phencyli- dine	FFD Violation	Refused
None									

Section V - Blind Testing Results

Q1	6.63 %
Q2	14.29 %
Period	10.65 %

Section VI - Random Testing Results

For Period	27.32 %
------------	---------