



**UNITED STATES  
NUCLEAR REGULATORY COMMISSION**

REGION I  
2100 RENAISSANCE BLVD., SUITE 100  
KING OF PRUSSIA, PA 19406-2713

March 4, 2014

Mr. Thomas P. Joyce  
President and Chief Nuclear Officer  
PSEG Nuclear LLC - N09  
P.O. Box 236  
Hancocks Bridge, NJ 08038

**SUBJECT: ANNUAL ASSESSMENT LETTER FOR SALEM NUCLEAR GENERATING  
STATION, UNIT NOS. 1 AND 2 (REPORT 05000272/2013001 AND  
05000311/2013001)**

Dear Mr. Joyce:

On February 11, 2014, the U.S. Nuclear Regulatory Commission (NRC) completed its end-of-cycle performance review of Salem Nuclear Generating Station, Unit Nos. 1 and 2 (Salem). The NRC reviewed the most recent quarterly performance indicators in addition to inspection results and enforcement actions from January 1, 2013 through December 31, 2013. This letter informs you of the NRC's assessment of your facility during this period and its plans for future inspections at your facility.

The NRC determined that overall, Salem operated in a manner that preserved public health and safety and met all cornerstone objectives. The NRC determined the performance at Salem during the most recent quarter was within the Licensee Response Column of the NRC's Reactor Oversight Process Action Matrix because all inspection findings had very low (i.e., green) safety significance, and all performance indicators demonstrated that your performance was within the nominal, expected range (i.e., green). Therefore, the NRC plans to conduct Reactor Oversight Process baseline inspections at your facility.

The NRC evaluates cross-cutting areas to determine whether a substantive cross-cutting issue exists and to encourage licensees to take appropriate actions before more significant performance issues emerge. The NRC reviewed the area of safety-conscious work environment (SCWE) due to the potential Chilling Effect Letter (CEL) issued on July 26, 2013, from the NRC to PSEG (ADAMS Accession No. ML13207A078)<sup>1</sup>. The CEL was issued when we became aware of a jury verdict in U.S. District Court in Camden, New Jersey in favor of a former security supervisor of Wackenhut Corporation (now G4S Security Solutions), the security contractor at the Salem and Hope Creek Nuclear Generating Stations. The jury found that the former security supervisor was terminated by Wackenhut in October 2009 in retaliation for engaging in a protected activity. The NRC requested that PSEG inform the NRC of the actions

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<sup>1</sup> The NRC's Agencywide Document Access and Management System (ADAMS) accession number for the referenced document. The document is publicly available and retrievable through the ADAMS hyperlink provided at the end of this letter using this number.

it has taken and planned to take to ensure Wackenhut actions did not have a chilling effect on the willingness of PSEG employees, and its contractors, to raise safety and regulatory concerns.

In a letter dated November 6, 2013 (ADAMS Accession No. ML13311A366), the NRC staff concluded that PSEG was responsive to our July 26 request for information, and that PSEG has taken appropriate action to ensure: (1) employees and contractors are willing to raise concerns; and (2) management will promptly address employee and contractor concerns when identified.

The NRC determined that a substantive cross-cutting issue associated with SCWE does not exist because the NRC does not have a concern with your staff's scope of effort and progress in addressing the potential impact on SCWE. The NRC recognizes that PSEG undertook a number of specific actions, as detailed in your August 22 letter (ADAMS Accession No. ML13235A098), in response to the recent jury finding as well as the NRC's July 26 letter, including communicating the jury finding and NRC letter to your entire staff and to all contract employees. The most significant of these actions involved communications and case study training sessions for supervisors and above on their responsibility for maintaining an environment where individuals are comfortable speaking up. In addition, the NRC recognized that PSEG previously established a SCWE policy; had communicated that policy to its staff, management and contractors; and, had conducted various assessments of its nuclear safety culture and its SCWE in the preceding 15 months. Based on NRC review and your actions taken, the NRC considered this issue to be properly addressed and closed with regard to the assessment process.

The enclosed inspection plan lists the inspections scheduled through June 30, 2015. Routine inspections performed by resident inspectors are not included in the inspection plan. The inspections listed during the last nine months of the inspection plan are tentative and may be revised at the mid-cycle performance review. In addition to baseline inspections, the NRC will perform Temporary Instruction (TI) 182, "Review of the Implementation of the Industry Initiative to Control Degradation of Underground Piping and Tanks." The NRC provides the inspection plan to allow for the resolution of any scheduling conflicts and personnel availability issues. The NRC will contact you as soon as possible to discuss changes to the inspection plan should circumstances warrant any changes. This inspection plan does not include security related inspections, which will be sent via separate, non-publicly available correspondence.

Additionally, an NRC audit of licensee efforts towards compliance with Order EA-12-049, "Order Modifying Licenses with Regard to Requirements for Mitigation Strategies for Beyond-Design-Basis External Events" is ongoing. This audit includes an onsite component in order for the NRC to evaluate mitigating strategies as described in licensee submittals, and to receive and review information relative to associated open items. This onsite activity will occur in the months prior to a declaration of compliance for the first unit at each site, and will aid staff in development of an ultimate Safety Evaluation for the site. The onsite component has been scheduled for the week of August 4, 2014. A site-specific audit plan for the visit will be provided in advance to allow sufficient time for preparations.

As a result of the Safety Culture Common Language Initiative, the terminology and coding of cross-cutting aspects were revised. All cross-cutting aspects identified during inspections conducted in calendar year (CY) 2014 will reflect this revision to Inspection Manual Chapter (IMC) 0310. The CY 2013 end-of-cycle assessments were conducted using the IMC 0310 guidance in effect in CY 2013 (dated October 28, 2011). Cross-cutting aspects identified in 2013 using the 2013 terminology will be converted to the latest revision in accordance with the cross-reference in IMC 0310 during the mid-cycle assessment review and evaluated for cross-cutting themes and potential substantive cross-cutting issues in accordance with IMC 0305.

T. Joyce

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In accordance with Title 10 of the *Code of Federal Regulations* (10 CFR), Part 2.390 of the NRC's "Rules of Practice," a copy of this letter will be available electronically for public inspection in the NRC Public Document Room or from the Publicly Available Records component of the NRC's Agencywide Document Access and Management System (ADAMS). ADAMS is accessible from the NRC Web site at <http://www.nrc.gov/reading-rm/adams.html> (the Public Electronic Reading Room).

Please contact me at 610-337-5233 with any questions you have regarding this letter.

Sincerely,

**/RA/**

Glenn T. Dentel, Chief  
Projects Branch 3  
Division of Reactor Projects

Docket Nos.: 50-272, 50-311  
License Nos.: DPR-70, DPR-75

Enclosure: Inspection Plan

cc w/encl: Distribution via ListServ

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**Salem**  
**Inspection / Activity Plan**  
**01/01/2014 - 06/30/2015**

Unit Number	Planned Dates		Inspection Activity	Title	No. of Staff on Site
	Start	End			
<b>71124 - RAD SAFETY INSPECTION</b>					<b>1</b>
2	03/03/2014	03/07/2014	IP 71124.01	Radiological Hazard Assessment and Exposure Controls	
2	03/03/2014	03/07/2014	IP 71124.02	Occupational ALARA Planning and Controls	
2	03/03/2014	03/07/2014	IP 71124.03	In-Plant Airborne Radioactivity Control and Mitigation	
2	03/03/2014	03/07/2014	IP 71124.04	Occupational Dose Assessment	
1,2	03/03/2014	03/07/2014	IP 71124.05	Radiation Monitoring Instrumentation	
<b>71124 - RAD SAFETY INSPECTION</b>					<b>1</b>
1,2	04/21/2014	04/25/2014	IP 71124.01	Radiological Hazard Assessment and Exposure Controls	
1,2	04/21/2014	04/25/2014	IP 71124.02	Occupational ALARA Planning and Controls	
1,2	04/21/2014	04/25/2014	IP 71124.03	In-Plant Airborne Radioactivity Control and Mitigation	
1,2	04/21/2014	04/25/2014	IP 71124.04	Occupational Dose Assessment	
1,2	04/21/2014	04/25/2014	IP 71124.05	Radiation Monitoring Instrumentation	
<b>711108P - U2 INSERVICE INSPECTION</b>					<b>1</b>
2	04/21/2014	05/02/2014	IP 711108P	Inservice Inspection Activities - PWR	
<b>71124 - REMP</b>					<b>1</b>
1,2	05/19/2014	05/23/2014	IP 71124.07	Radiological Environmental Monitoring Program	
<b>EP EXER - EP EXERCISE INSPECTION</b>					<b>2</b>
1,2	05/19/2014	05/23/2014	IP 7111407	Exercise Evaluation - Hostile Action (HA) Event	
<b>TI-182 - DEGRAD UNDERGROUND PIPING - PHASE 2</b>					<b>1</b>
1,2	06/02/2014	06/06/2014	IP 2515/182	Review of the Implementation of the Industry Initiative to Control Degradation of Underground Piping	
<b>CDBI - CDBI</b>					<b>10</b>
1,2	06/23/2014	06/26/2014	IP 7111121	Component Design Bases Inspection	
1,2	07/07/2014	07/11/2014	IP 7111121	Component Design Bases Inspection	
1,2	07/21/2014	07/25/2014	IP 7111121	Component Design Bases Inspection	
<b>12/8EXAM - SALEM INITIAL EXAM</b>					<b>5</b>
1	11/10/2014	11/14/2014	U01894	FY15-SALEM INITIAL OPERATOR LICENSING EXAM	
1	12/08/2014	12/19/2014	U01894	FY15-SALEM INITIAL OPERATOR LICENSING EXAM	
<b>INSP - RADIATION PROTECTION</b>					<b>1</b>
1,2	09/29/2014	10/03/2014	IP 71124.01	Radiological Hazard Assessment and Exposure Controls	
1,2	09/29/2014	10/03/2014	IP 71124.02	Occupational ALARA Planning and Controls	
1,2	09/29/2014	10/03/2014	IP 71124.03	In-Plant Airborne Radioactivity Control and Mitigation	
1,2	09/29/2014	10/03/2014	IP 71124.04	Occupational Dose Assessment	
1,2	09/29/2014	10/03/2014	IP 71124.05	Radiation Monitoring Instrumentation	

This report does not include INPO and OUTAGE activities.  
This report shows only on-site and announced inspection procedures.

**Salem**  
**Inspection / Activity Plan**  
**01/01/2014 - 06/30/2015**

Unit Number	Planned Dates		Inspection Activity	Title	No. of Staff on Site
	Start	End			
			<b>711108P - U1 INSERVICE INSPECTION</b>		<b>1</b>
1	10/20/2014	10/31/2014	IP 711108P	Inservice Inspection Activities - PWR	
			<b>INSP - RADIATION PROTECTION</b>		<b>1</b>
1,2	10/27/2014	10/31/2014	IP 71124.01	Radiological Hazard Assessment and Exposure Controls	
1,2	10/27/2014	10/31/2014	IP 71124.02	Occupational ALARA Planning and Controls	
1,2	10/27/2014	10/31/2014	IP 71124.03	In-Plant Airborne Radioactivity Control and Mitigation	
1,2	10/27/2014	10/31/2014	IP 71124.04	Occupational Dose Assessment	
1	10/27/2014	10/31/2014	IP 71124.05	Radiation Monitoring Instrumentation	
			<b>INSP - RADIATION PROTECTION</b>		<b>1</b>
1,2	11/17/2014	11/21/2014	IP 71124.01	Radiological Hazard Assessment and Exposure Controls	
1,2	11/17/2014	11/21/2014	IP 71124.02	Occupational ALARA Planning and Controls	
1,2	11/17/2014	11/21/2014	IP 71124.03	In-Plant Airborne Radioactivity Control and Mitigation	
1,2	11/17/2014	11/21/2014	IP 71124.04	Occupational Dose Assessment	
1,2	11/17/2014	11/21/2014	IP 71124.05	Radiation Monitoring Instrumentation	
			<b>71124 - RADIATION PROTECTION</b>		<b>1</b>
1	12/01/2014	12/05/2014	IP 71124.01	Radiological Hazard Assessment and Exposure Controls	
1	12/01/2014	12/05/2014	IP 71124.02	Occupational ALARA Planning and Controls	
1	12/01/2014	12/05/2014	IP 71124.04	Occupational Dose Assessment	
1	12/01/2014	12/05/2014	IP 71124.05	Radiation Monitoring Instrumentation	
1	12/01/2014	12/05/2014	IP 71151-OR01	Occupational Exposure Control Effectiveness	
1	12/01/2014	12/05/2014	IP 71151-PR01	RETS/ODCM Radiological Effluent	
			<b>TRI FI - TRIENNIAL FIRE PROTECTION INSPECTION</b>		<b>4</b>
1,2	01/26/2015	01/30/2015	IP 7111105T	Fire Protection [Triennial]	
1,2	02/09/2015	02/13/2015	IP 7111105T	Fire Protection [Triennial]	
			<b>PI&amp;R - PI&amp;R - BIENNIAL</b>		<b>1</b>
1,2	05/04/2015	05/08/2015	IP 71152B	Problem Identification and Resolution	
1,2	05/18/2015	05/22/2015	IP 71152B	Problem Identification and Resolution	
			<b>71124 - EFFLUENTS</b>		<b>1</b>
1,2	06/15/2015	06/19/2015	IP 71124.05	Radiation Monitoring Instrumentation	
1,2	06/15/2015	06/19/2015	IP 71124.06	Radioactive Gaseous and Liquid Effluent Treatment	

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