



UNITED STATES  
NUCLEAR REGULATORY COMMISSION  
REGION I  
475 ALLENDALE RD, STE 102  
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May 1, 2023

Eric Carr  
President and Chief Nuclear Officer  
PSEG Nuclear, LLC  
P.O. Box 236  
Hancocks Bridge, NJ 08038

SUBJECT: SALEM NUCLEAR GENERATING STATION, UNITS 1 AND 2 – INITIAL  
OPERATOR LICENSING EXAMINATION REPORT 05000272/2023301 AND  
05000311/2023301

Dear Eric Carr:

On February 23, 2023, the U.S. Nuclear Regulatory Commission (NRC) completed an examination at the Salem facility. The enclosed examination report documents the examination results, which were discussed on March 23, 2023, with Steven Nevelos, Senior Director, Site Training, and other members of your staff.

The examination included the evaluation of one applicant for a reactor operator license, five applicants for instant senior reactor operator licenses, and two applicants for an upgrade senior reactor operator license. The written and operating examinations were developed using NUREG-1021, "Operator Licensing Examination Standards for Power Reactors," Revision 12. The license examiners determined all applicants satisfied the requirements of Title 10 of the *Code of Federal Regulations* (CFR) Part 55, and the appropriate licenses were issued on March 23, 2023.

No findings were identified during this examination.

This letter, its enclosure, and your response (if any) will be made available for public inspection and copying at <http://www.nrc.gov/reading-rm/adams.html> and at the NRC Public Document Room in accordance with 10 CFR 2.390, "Public Inspections, Exemptions, Requests for Withholding."

Sincerely,

Donald E. Jackson, Chief  
Operations Branch  
Division of Operating Reactor Safety

Docket Nos. 05000272 and 05000311  
License Nos. DPR-70 and DPR-75

Enclosure:  
Examination Report 05000272/2023301 and  
05000311/2023301 w/Attachment:  
Supplementary Information

cc: Distribution via ListServ

SUBJECT: SALEM NUCLEAR GENERATING STATION, UNITS 1 AND 2 – INITIAL OPERATOR LICENSING EXAMINATION REPORT 05000272/2023301 AND 05000311/2023301 DATED MAY 1, 2023

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**EXAMINATION REPORT****U.S. NUCLEAR REGULATORY COMMISSION  
REGION I**

Docket Numbers: 05000272 and 05000311

License Numbers: DPR-70 and DPR-75

Enterprise Identifier: L-2023-OLL-0002

Report Numbers: 05000272/2023301 and 05000311/2023301

Licensee: PSEG Nuclear, LLC

Facility: Salem Nuclear Generating Station, Units 2 and 3

Location: Hancocks Bridge, NJ

Dates: February 13-16, 2023 (Operating Test Administration)  
February 23, 2023 (Written Examination Administration)  
February 28, 2023 (Facility Submitted Post Exam Package)  
March 1-March 14, 2023 (NRC Examination Grading)  
March 23, 2023 (Licenses Issued)

Examiners: C. Lally, Chief Examiner  
T. Fish, Senior Operations Engineer  
T. Hedigan, Operations Engineer  
P. Ott, Operations Engineer  
B. Dyke, Operations Engineer

Approved By: Donald E. Jackson, Chief  
Operations Branch  
Division of Operating Reactor Safety

## SUMMARY

ER 05000272/2023301 and 05000311/2023301; February 13-23, 2023; Salem Nuclear Generating Station, Units 1 and 2; Initial Operator Licensing Examination Report.

Five NRC examiners evaluated the competency of one applicant for a reactor operator license, five applicants for instant senior reactor operator licenses, and two applicants for an upgrade senior reactor operator license. The facility licensee developed the examinations using NUREG-1021, "Operator Licensing Examination Standards for Power Reactors," Revision 12. The written examination was administered by the facility on February 23, 2023. NRC examiners administered the operating tests February 13 through 16, 2023. The NRC examiners determined that all applicants satisfied the requirements of Title 10 of the *Code of Federal Regulations* (CFR) Part 55, and the appropriate licenses have been issued.

A. NRC-Identified and Self-Revealing Findings

No findings were identified.

B. Licensee-Identified Violations

None.

## REPORT DETAILS

### 4. OTHER ACTIVITIES (OA)

#### 4OA5 Other Activities (Initial Operator License Examination)

##### .1 License Applications

###### a. Scope

The examiners reviewed all license applications submitted by the licensee to ensure the applications reflected that each applicant satisfied relevant license eligibility requirements. The applications were submitted on NRC Form 398, "Personal Qualification Statement," and NRC Form 396, "Certification of Medical Examination by Facility Licensee." The examiners also audited the license applications to confirm that they accurately reflected the subject applicant's qualifications. This audit focused on the applicant's experience and on-the-job training, including control manipulations that provided significant reactivity changes.

###### b. Findings

No findings were identified.

##### .2 Operator Knowledge and Performance

###### a. Examination Scope

On February 23, 2023, the licensee proctored the administration of the written examinations to all applicants. The licensee staff graded the written examinations, analyzed the results, and presented their analysis to the NRC on February 28, 2023.

The NRC examination team administered various portions of the operating examination February 13 through 16, 2023. The applicant for a reactor operator license participated in at least two dynamic simulator scenarios, in a control room and facilities walkthrough test consisting of eleven system tasks, and an administrative test consisting of four administrative tasks. The applicants for instant senior reactor operator licenses participated in at least two dynamic simulator scenarios, a control room and facilities walkthrough test consisting of ten system tasks, and an administrative test consisting of five administrative tasks. The applicants for an upgrade senior reactor operator license participated in at least one dynamic simulator scenario, a control room and facilities walkthrough test consisting of five system tasks, and an administrative test consisting of five administrative tasks.

###### b. Findings

No findings were identified.

All applicants passed the operating test and the written examination. For the written examinations, the reactor operator applicant's score was 88.0 percent. The senior operator applicants' average score was 89.1 percent and ranged from 85.0 to 95.0 percent. The text of the examination questions may be accessed in the ADAMS system under the accession numbers noted in the Attachment. In accordance with current NRC policy, the release of the written examination in ADAMS to the public will be delayed for two and a half years.

Additionally, post-examination review revealed several questions that were missed by more than 50 percent of the applicants. Reactor Operator question 9 was missed by 62.5 percent, Reactor Operator question 53 was missed by 62.5 percent, and Senior Reactor Operator question 21 was missed by 57.1 percent of the applicants, respectively. A review of these questions determined that no flaws existed with the questions themselves, and the issue was the applicants' respective knowledge of the question topics.

Chapter ES-4.4 of NUREG-1021 requires the licensee to review and resolve any questions and comments that arose during or after the examination. The licensee conducted this review and submitted it to the Chief Examiner.

### .3 Initial Licensing Examination Development

#### a. Examination Scope

The facility licensee developed the examinations in accordance with NUREG-1021, Revision 12. All licensee facility training and operations staff involved in examination preparation and validation were listed on a security agreement. The facility licensee submitted the operating examination outline on September 13, 2022. The Chief Examiner reviewed the outlines against the requirements of NUREG-1021 and provided comments to the licensee. The facility licensee submitted the draft examination package on November 29, 2022. The Chief Examiner reviewed the draft examination package against the requirements of NUREG-1021 and provided comments to the licensee on the examination. The NRC conducted an onsite validation of the operating examinations and provided further comments during the week of January 9, 2023. The licensee satisfactorily completed comment resolution on February 1, 2023.

#### b. Findings

No findings were identified.

The examiners determined that the written and operating examinations initially submitted by the licensee were within the range of acceptability expected for a proposed examination.

### .4 Simulation Facility Performance

#### a. Examination Scope

The examiners observed simulator performance with regard to plant fidelity during the examination validation and administration.

b. Findings

No findings were identified.

.5 Examination Security

a. Examination Scope

The examiners reviewed examination security for examination development and during both the onsite preparation week and examination administration week for compliance with NUREG-1021, Revision 12 requirements. Plans for simulator security and applicant control were reviewed and discussed with licensee personnel.

b. Findings

No findings were identified.

4OA6 Meetings, Including Exit

The Chief Examiner presented the examination results to Steven Nevelos, Senior Director, Site Training, and other members of the licensee's staff on March 23, 2023.

The licensee did not identify any information or materials used during the examination as proprietary.

**ATTACHMENT: SUPPLEMENTARY INFORMATION**



**SUPPLEMENTARY INFORMATION**

**KEY POINTS OF CONTACT**

Licensee Personnel

R. Chan, Exam Author  
E. Gallagher, Exam Author

**ITEMS OPENED, CLOSED, AND DISCUSSED**

NONE

**ADAMS DOCUMENTS REFERENCED**

Accession No. ML23115A047 – FINAL-Written Exam (Note: In accordance with current NRC policy, the release of this examination in ADAMS to the public will be delayed for 2.5 years per licensee request.)

Accession No. ML23115A056 – FINAL-Operating Exam (Note: In accordance with current NRC policy, the release of this examination in ADAMS to the public will be delayed for 2.5 years per licensee request.)