



**UNITED STATES
NUCLEAR REGULATORY COMMISSION**
REGION III
2056 WESTINGS AVENUE, SUITE 400
NAPERVILLE, IL 60563-2657

March 23, 2025

Michael Durbin
Site Vice President
NextEra Energy Point Beach, LLC
6610 Nuclear Road
Two Rivers, WI 54241-9516

SUBJECT: POINT BEACH NUCLEAR PLANT NRC INITIAL LICENSE EXAMINATION
REPORT 05000266/2025301; 05000301/2025301

Dear Michael Durbin:

On March 14, 2025, the U.S. Nuclear Regulatory Commission (NRC) completed the initial operator licensing examination process for license applicants employed at your Point Beach Nuclear Plant. The enclosed report documents the results of those examinations. Preliminary observations noted during the examination process were discussed on March 10, 2025, with Martin Hastings, Training Manager and other members of your staff. An exit meeting was conducted by teleconference on March 21, 2025, between yourself and Troy Henning, Senior Operator Licensing Examiner, to review the proposed final grading of the written examination for the license applicants. During the telephone conversation, the NRC resolutions of any post-examination comments submitted by the facility, initially received by the NRC on March 14, 2025, were discussed.

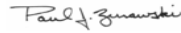
The NRC examiners administered an initial license examination operating test during the week of March 3, 2025. The written examination was administered by Point Beach Nuclear Plant training department personnel on March 12, 2025. Five (5) Senior Reactor Operator and seven (7) Reactor Operator applicants were administered license examinations. The results of the examinations were finalized on March 20, 2025. Eleven (11) applicants passed all sections of their respective examinations. One (1) applicant was issued a Preliminary Results letter. Five (5) were issued senior operator licenses and six (6) were issued operator licenses.

The as-administered written examination and operating test, as well as documents related to the development and review (outlines, review comments and resolution, etc.) of the examination will be withheld from public disclosure until March 14, 2027. The enclosure contains details of this report.

However, since one (1) applicant received a Preliminary Results letter because of a written examination grade that is less than 80 percent, the applicant was provided a copy of the written examination. For examination security purposes, your staff should consider that written examination uncontrolled and exposed to the public.

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 Title 10 of the *Code of Federal Regulations*, Part 2.390, "Public Inspections, Exemptions, Requests for Withholding."

Sincerely,



Signed by Zurawski, Paul
on 03/23/25

Paul J. Zurawski, Chief
Operations Branch
Division of Operating Reactor Safety

Docket Nos. 50-266; 50-301
License Nos. DPR-24; DPR-27

Enclosure:

1. Examination Report 05000266/2025301;
05000301/2025301
2. Simulator Fidelity Report

cc: Distribution via LISTSERV®
Martin Hastings, Training Manager

Letter to Michael Durbin from Paul J. Zurawski dated March 23, 2025.

SUBJECT: POINT BEACH NUCLEAR PLANT NRC INITIAL LICENSE EXAMINATION
REPORT 05000266/2025301; 05000301/2025301

DISTRIBUTION:

Alejandro Alen Arias
RidsNrrDorlLpl3
RidsNrrPMPPointBeach
RidsNrrDrolrib Resource
Jack Giessner
Mohammed Shuaibi
Diana Betancourt-Roldan
Harral Logaras
Bryan Bergeon
David Curtis
Jared Heck
R3-DORS
Ikeda Betts
Maryia Bahdanovich-Kniazkova

ADAMS Accession Number: ML25080A347

OFFICE	RIII		RIII				
NAME	THenning:gmp		PZurawski				
DATE	03/22/25		03/23/25				

OFFICIAL RECORD COPY

U.S. NUCLEAR REGULATORY COMMISSION

REGION 3

Docket Nos: 50-266; 50-301

License Nos: DPR-24; DPR-27

Report No: 05000266/2025301
05000301/2025301

Enterprise Identifier L-2025-OLL-0003

Licensee: NextEra Energy Point Beach, LLC

Facility: Point Beach Nuclear Plant

Location: Two Rivers, WI

Dates: March 3, 2025 to March 14, 2027

Examiners: T. Henning, Senior Operations Engineer
B. Bergeon, Senior Operations Engineer
T. Iskierka-Boggs, Senior Operations Engineer
G. Roach, Senior Operations Engineer
B. Jebbia, Operations Engineer

Approved by: Paul J. Zurawski, Chief
Operations Branch
Division of Operating Reactor Safety

SUMMARY OF FINDINGS

ER 05000266/2025301; 05000301/2025301; 03/03/2025 – 03/14/2025; NextEra Energy Point Beach, LLC, Point Beach Nuclear Plant Initial License Examination Report.

The announced initial operator licensing examination was conducted by regional Nuclear Regulatory Commission (NRC) examiners in accordance with the guidance of NUREG-1021, "Operator Licensing Examination Standards for Power Reactors," Revision 12.

Examination Summary:

Eleven (11) of twelve (12) applicants passed all sections of their respective examinations. Five (5) applicants were issued senior operator licenses, and six (6) applicants were issued operator licenses. One (1) applicant was issued a Preliminary Results letter for failure of one section of the administered examination. (Section 4OA5.1).

REPORT DETAILS

4OA5 Other Activities

.1 Initial Licensing Examinations

a. Examination Scope

The NRC examiners and members of the facility licensee's staff used the guidance prescribed in NUREG-1021, "Operator Licensing Examination Standards for Power Reactors," Revision 12 to develop, validate, administer, and grade the written examination and operating test. The written examination outlines were prepared by the NRC staff and were transmitted to the facility licensee's staff. Members of the facility licensee's staff developed the operating test outlines and developed the written examination and operating test. The NRC examiners validated the proposed examination during the week of February 3, 2025, with the assistance of members of the facility licensee's staff. During the on-site validation week, the examiners audited 100 percent license applications for accuracy. The NRC examiners, with the assistance of members of the facility licensee's staff, administered the operating test, consisting of job performance measures and dynamic simulator scenarios, during the period of March 3, 2025, through March 7, 2025. The facility licensee administered the written examination on March 12, 2025.

b. Findings

(1) Written Examination

The NRC examiners determined that the written examination, as proposed by the licensee, was within the range of acceptability expected for a proposed examination. Less than 20 percent of the proposed examination questions were determined to be unsatisfactory and required modification or replacement.

During validation of the written examination, several questions were modified or replaced. All changes made to the proposed written examination, were made in accordance with NUREG-1021, "Operator Licensing Examination Standards for Power Reactors," and documented on Form 2.3-5, "Written Examination Review Worksheet." The Form 2.3-5, the written examination outlines, and both the proposed and final written examinations, will be available electronically in the NRC Public Document Room or from the Publicly Available Records component of NRC's Agencywide Documents Access and Management System (ADAMS) on March 14, 2027, (ADAMS Accession Numbers ML23202A130, ML23202A131, ML23202A149, ML23202A129 respectively).

The NRC examiners graded the written examination on March 17, 2025, and conducted a review of each missed question to determine the accuracy and validity of the examination questions. Post-examination analysis revealed generic weaknesses in applicant performance with three (3) Emergency and Abnormal Plant Evolutions with two additional SRO-only Emergency and Abnormal Plant Evolutions, two (2) Plant Systems, and one (1) Generic Knowledge and Abilities with more than 50 percent of applicants answering incorrectly.

(2) Operating Test

The NRC examiners determined that the operating test, as originally proposed by the licensee, was within the range of acceptability expected for a proposed examination. Less than 20 percent of the proposed operating test portion of the examination was determined to be unsatisfactory and required modification or replacement.

During the validation of the operating test, several Job Performance Measures (JPMs) were modified or replaced, and some modifications were made to the dynamic simulator scenarios. Changes made to the operating test portion of the examination, were made in accordance with NUREG-1021, "Operator Licensing Examination Standards for Power Reactors," and documented on Form 2.3-3, "Operating Test Review Worksheet." The Form 2.3-3, the operating test outlines, and both the proposed and final as-administered dynamic simulator scenarios and JPMs, will be available electronically in the NRC Public Document Room or from the Publicly Available Records component of NRC's ADAMS on March 14, 2027, (ADAMS Accession Numbers ML23202A130, ML23202A131, ML23202A149, ML23202A129 respectively).

During the validation of the operating test, several JPMs were modified or replaced, and some modifications were made to the dynamic simulator scenarios. Changes made to the operating test portion of the examination, were documented on Form 2.3-3, "Operating Test Review Worksheet." The Form 2.3-3, the operating test outlines, and both the proposed and final as-administered operating tests, will be available electronically in the NRC Public Document Room or from the Publicly Available Records component of NRC's ADAMS on March 14, 2027, (ADAMS Accession Numbers ML23202A130, ML23202A131, ML23202A149, ML23202A129 respectively).

The NRC examiners completed operating test grading on March 20, 2025. Post-examination analysis revealed generic weaknesses in applicant performance in the area(s) of Emergency Action Level notifications.

(3) Examination Results

Five (5) applicants at the Senior Reactor Operator (SRO) level and seven (7) applicants at the Reactor Operator (RO) level were administered written examinations and operating tests. Eleven (11) applicants passed all portions of their examinations and were issued their respective operating licenses on March 20, 2025. One (1) applicant was issued a Preliminary Results letter for failure of the written section of the administered examination.

.2 Examination Security

a. Scope

The NRC examiners reviewed and observed the licensee's implementation of examination security requirements during the examination validation and administration to assure compliance with Title 10 of the *Code of Federal Regulations*, Section 55.49, "Integrity of Examinations and Tests." The examiners used the guidelines provided in NUREG 1021, "Operator Licensing Examination Standards for Power Reactors," to determine acceptability of the licensee's examination security activities.

b. Findings

No findings were identified.

4OA6 Meetings

.1 Debrief

The chief examiner presented the examination team's preliminary observations and findings on March 10, 2025, to Martin Hastings, Training Manager and other members of the Point Beach Nuclear Plant Operations and Training Department staff.

.2 Exit Meeting

The chief examiner conducted an exit meeting on March 21, 2025, with Michael Durbin, Site Vice President by teleconference. The NRC's final disposition of the station's grading of the written examination and post-examination comments were disclosed and discussed during the telephone conversation. The chief examiner asked the licensee whether any of the retained submitted material used to develop or administer the examination should be considered proprietary. No proprietary or sensitive information was identified during the examination or debrief/exit meetings.

ATTACHMENT: SUPPLEMENTAL INFORMATION

SUPPLEMENTAL INFORMATION

KEY POINTS OF CONTACT

Licensee

Martin Hastings, Training Manager
Ken Moore, Lead Regulatory Exam Author
Andrew Zommers, Regulatory Exam Author
Jeff Hinze, Corporate Manager, Simulators and NRC Examinations

U.S. Nuclear Regulatory Commission

Mike Stafford, Senior Resident Inspector
John Masse, Resident Inspector
Troy Henning, Chief Examiner

ITEMS OPENED, CLOSED, AND DISCUSSED

Opened, Closed, and Discussed

None

LIST OF ACRONYMS USED

ADAMS	Agencywide Document Access and Management System
NRC	U.S. Nuclear Regulatory Commission
EAL	Emergency Action Level
NUREG	U.S. Nuclear Regulatory Commission technical report designation
RO	Reactor Operator
SRO	Senior Reactor Operator

SIMULATION FACILITY FIDELITY REPORT

Facility Licensee: Point Beach Nuclear Plant

Facility Docket Nos: 50-266; 50-301

Operating Tests Administered: March 3 – 7, 2025

The following documents observations made by the NRC examination team during the initial operator license examination. These observations do not constitute audit or inspection findings and are not, without further verification and review, indicative of non-compliance with Title 10 of the *Code of Federal Regulations* 55.45(b). These observations do not affect NRC certification or approval of the simulation facility other than to provide information which may be used in future evaluations. No licensee action is required in response to these observations.

During the conduct of the simulator portion of the operating tests, the following items were observed:

ITEM	DESCRIPTION
AR # 02510235	<p>NRC Identification of a Switch Plate deviation in the Simulator during administration of the NRC exam.</p> <p>The NRC identified on 3/6/2025 that the Unit 1 and Unit 2 CV-313, RCP Seal Water Return Containment Isolation Valve, positional switch plates did not have the middle "AUTO" position in the Simulator as verified in the Main Control Room. The deviation was corrected in the Simulator on 3/6/25 as documented in the facility Simulator Action Request. Similar style switches, with protective flip covers on the horizontal control room panels, were walked down and the simulator was validated to have the same positional information as the control room on 3/7/25. This had no adverse effect on the initial exam. The switch plate change was shown and observed by the NRC exam team on-site the following day and shown that the simulator-unit difference was adequately resolved.</p>