



Control Number: 41791



Item Number: 114

Addendum StartPage: 0

PUC DOCKET NO. 41791

APPLICATION OF ENTERGY  
TEXAS, INC. FOR AUTHORITY TO  
CHANGE RATES AND RECONCILE  
FUEL COSTS

§  
§  
§  
§

2013 NOV 13 PM 2:46  
BEFORE THE  
PUBLIC UTILITY COMMISSION  
OF TEXAS

RESPONSE OF ENTERGY TEXAS, INC.

TO BEAUMONT'S THIRD REQUEST FOR INFORMATION:

BEAUMONT 3 : 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54 AND 55

Entergy Texas, Inc. ("Entergy Texas" or "the Company") files its Response to BEAUMONT's Third Request for Information. The response to such request is attached and is numbered as in the request. An additional copy is available for inspection at the Company's office in Austin, Texas.

Entergy Texas believes the foregoing response is correct and complete as of the time of the response, but the Company will supplement, correct or complete the response if it becomes aware that the response is no longer true and complete, and the circumstance is such that failure to amend the answer is in substance misleading. The parties may treat this response as if it were filed under oath.

Respectfully submitted,

**Steven H. Neinast**

Steven H. Neinast

Entergy Services, Inc.

919 Congress Avenue, Suite 840

Austin, Texas 78701

(512) 487-3957 telephone

(512) 487-3958 facsimile

Attachments: BEAUMONT 3: 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54 AND 55

**CERTIFICATE OF SERVICE**

I certify that a copy of the foregoing Response of Entergy Texas, Inc. to BEAUMONT's Third Request for Information has been sent by either hand delivery, facsimile, overnight delivery, or U.S. Mail to the party that initiated this request in this docket on this the 13<sup>th</sup> day of November, 2013.

Steven H. Neinast  
Steven H. Neinast

ENTERGY TEXAS, INC.  
PUBLIC UTILITY COMMISSION OF TEXAS  
PUC DOCKET NO. 41791

Response of: Entergy Texas, Inc.  
to the Third Set of Data Requests  
of Requesting Party: City of Beaumont

Prepared By: Allen Heard  
Sponsoring Witness: Sallie T. Rainer  
Beginning Sequence No.  
Ending Sequence No.

---

Question No.: BEAUMONT 3-1

Part No.:

Addendum:

Question:

Please reference the Direct Testimony of Sallie T. Rainer which discusses the Entergy-wide strategic initiative, Human Capital Management ("HCM"), and with respect to this initiative, provide the following information:

- a. Out of the 800 positions being eliminated, please provide the breakdown by Entergy Company.
- b. For each position identified, please provide the base salary and benefits costs that will be eliminated on an annual basis.
- c. For each position identified, please provide the eliminated base salary and benefits costs that will be allocated to ETI.
- d. For each position identified, please provide the expenses related to eliminating each position, including severance, relocation, and benefit costs.
- e. For each item identified in (d) above, please provide the allocation to ETI.
- f. Of the approximately 800 positions identified in the comprehensive redesign of the organization, announced on July 31, 2013, please provide the planned termination date at the time of the announcement for each position identified, along with the savings and costs associated with that position, and the amount that would be allocated to ETI for each position.
- g. Of the approximately 800 positions identified in the comprehensive redesign of the organization, announced on July 31, 2013, please provide the **actual** termination dates, along with the associated savings and costs, and the amounts allocated to ETI for each position terminated up to the date of the Company's response to this discovery request. Please supplement your response as new information becomes available.
- h. Please also provide, as of the date of the Company's response to this discovery request, the estimated remaining positions that will be

terminated, the dates of each planned termination, with the associated savings and costs for each position, and the amounts allocated to ETI for each position.

---

Response:

- a-c. See the Company's response to Staff 5-8 and Staff 5-5.
- d-e. The requested information is not currently available.
- f. See Company's response to Staff 5-2.
- g. The requested information is not currently available.
- h. See the Company's response to Staff 5-2.

ENTERGY TEXAS, INC.  
PUBLIC UTILITY COMMISSION OF TEXAS  
PUC DOCKET NO. 41791

Response of: Entergy Texas, Inc.  
to the Third Set of Data Requests  
of Requesting Party: City of Beaumont

Prepared By: Allen Heard  
Sponsoring Witness: Sallie T. Rainer  
Beginning Sequence No.  
Ending Sequence No.

---

Question No.: BEAUMONT 3-2

Part No.:

Addendum:

Question:

Please identify any outside services costs incurred by Entergy to plan, develop and implement the HCM initiative. For any costs identified, please provide the entity or entities retained by the Company, the work performed, total amounts budgeted for each entity, and amounts paid up to the date of this discovery response.

---

Response:

See the tab labeled "Upload Data" in the workpaper labeled "Staff 5-5\_HCM One Costs\_OPCO by Component Staff 5-1\_Att 2\_CONF" provided on the CD with the Company's confidential response to Staff 5- 5 for the projected vendor costs of the HCM initiative. Included in this workpaper are the costs anticipated to be incurred and the allocation to the individual Operating Companies.

Please see the attached for amounts paid to date.

### HCM Contract Costs

YTD Sep 2013	Department	Project Description	Name	Sum of Amounts
124_LEGAL	LG10E	FSPHCHPMO	(Blank Value)	-
124_LEGAL	LG10E	FSPHCHPMO	HCM Program - PMO	6,730
124_LEGAL	LG10E	FSPHCHPMO	STANLEY REUTER ROSS THORNTON & ALFORD LLC	284
124_LEGAL	LG10E	FSPHCHPMO	WEST PUBLISHING CORP DBA THOMSON	7,014
124_LEGAL	LG10E	FSPHCHPMO Total		
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	13,851
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	785
124_LEGAL	LG10E	FSPHCHORG	PHILIPS DUNBAR LLC	13,145
124_LEGAL	LG10E	FSPHCHORG	WARNER MONROSES & JUDD LLP	1,561
124_LEGAL	LG10E	FSPHCHORG	WEST PUBLISHING CORP DBA THOMSON	175
124_LEGAL	LG10E	FSPHCHORG Total		28,618
124_LEGAL	LG10E	FSPHCHPMO	(Blank Value)	35,632
124_LEGAL	LG10E	FSPHCHPMO	HCM Program - PMO	2,613
124_LEGAL	LG10E	FSPHCHPMO	MORGAN LEWIS & BOCKLUS LLP	8,729
124_LEGAL	LG10E	FSPHCHPMO Total		11,342
124_LEGAL	LG10E	FSPHCHORG	HCM Program - PMO	26,000
124_LEGAL	LG10E	FSPHCHORG	ARGOPOINT LLC	26,000
124_LEGAL	LG10E	FSPHCHORG Total		52,000
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	18,182
124_LEGAL	LG10E	FSPHCHORG	TAGGART MORTON OGDEN STAUB	18,182
124_LEGAL	LG10E	FSPHCHORG Total		36,364
124_LEGAL	LG10E	FSPHCHPMO	(Blank Value)	2,613
124_LEGAL	LG10E	FSPHCHPMO	HCM Program - PMO	8,729
124_LEGAL	LG10E	FSPHCHPMO Total		11,342
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	102,498
124_LEGAL	LG10E	FSPHCHORG	PREMIERE GLOBAL SERVICES	6,783
124_LEGAL	LG10E	FSPHCHORG Total		6,783
124_LEGAL	LG10E	FSPHCHPMO	(Blank Value)	348,972
124_LEGAL	LG10E	FSPHCHPMO	HCM - Procurement/Supply Chain	348,972
124_LEGAL	LG10E	FSPHCHPMO Total		697,944
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	84,778
124_LEGAL	LG10E	FSPHCHORG	NED YANNEBAUM & PARTNERS	84,778
124_LEGAL	LG10E	FSPHCHORG Total		169,556
124_LEGAL	LG10E	FSPHCHPMO	(Blank Value)	2,633,019
124_LEGAL	LG10E	FSPHCHPMO	HCM Program - PMO	2,633,019
124_LEGAL	LG10E	FSPHCHPMO Total		5,266,038
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	40,619
124_LEGAL	LG10E	FSPHCHORG	SCOTT MADSEN INC	290,348
124_LEGAL	LG10E	FSPHCHORG	AON CONSULTING INC	40,619
124_LEGAL	LG10E	FSPHCHORG	SCOTT MADSEN INC	255,954
124_LEGAL	LG10E	FSPHCHORG Total		586,922
124_LEGAL	LG10E	FSPHCHPMO	(Blank Value)	2,633,019
124_LEGAL	LG10E	FSPHCHPMO	BOSTON CONSULTING GROUP	2,633,019
124_LEGAL	LG10E	FSPHCHPMO Total		5,266,038
124_LEGAL	LG10E	FSPHCHORG	HCM Program - PMO	8,410
124_LEGAL	LG10E	FSPHCHORG	BOSTON CONSULTING GROUP	5,749,999
124_LEGAL	LG10E	FSPHCHORG	INVALID VENDOR	1,945,900
124_LEGAL	LG10E	FSPHCHORG	TOWERS WATSON PENNSYLVANIA INC DBA	2,863,636
124_LEGAL	LG10E	FSPHCHORG Total		10,567,945
124_LEGAL	LG10E	FSPHCHPMO	(Blank Value)	-
124_LEGAL	LG10E	FSPHCHPMO	BOSTON CONSULTING GROUP	-
124_LEGAL	LG10E	FSPHCHPMO Total		-
124_LEGAL	LG10E	FSPHCHORG	HCM - Comp and Benefits	141,355
124_LEGAL	LG10E	FSPHCHORG	AON CONSULTING INC	141,355
124_LEGAL	LG10E	FSPHCHORG Total		282,710
124_LEGAL	LG10E	FSPHCHPMO	(Blank Value)	9,600
124_LEGAL	LG10E	FSPHCHPMO	STILLWATER ASSOC LLC	9,600
124_LEGAL	LG10E	FSPHCHPMO Total		19,200
124_LEGAL	LG10E	FSPHCHORG	HCM Program - PMO	141,355
124_LEGAL	LG10E	FSPHCHORG	SCOTT MADSEN INC	141,355
124_LEGAL	LG10E	FSPHCHORG Total		282,710
124_LEGAL	LG10E	FSPHCHPMO	(Blank Value)	10,567,945
124_LEGAL	LG10E	FSPHCHPMO	HCM Program - PMO	10,567,945
124_LEGAL	LG10E	FSPHCHPMO Total		21,135,890
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG Total		282,710
124_LEGAL	LG10E	FSPHCHPMO	(Blank Value)	9,600
124_LEGAL	LG10E	FSPHCHPMO	HCM Program - PMO	9,600
124_LEGAL	LG10E	FSPHCHPMO Total		19,200
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG Total		282,710
124_LEGAL	LG10E	FSPHCHPMO	(Blank Value)	10,567,945
124_LEGAL	LG10E	FSPHCHPMO	HCM Program - PMO	10,567,945
124_LEGAL	LG10E	FSPHCHPMO Total		21,135,890
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG Total		282,710
124_LEGAL	LG10E	FSPHCHPMO	(Blank Value)	9,600
124_LEGAL	LG10E	FSPHCHPMO	HCM Program - PMO	9,600
124_LEGAL	LG10E	FSPHCHPMO Total		19,200
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG Total		282,710
124_LEGAL	LG10E	FSPHCHPMO	(Blank Value)	10,567,945
124_LEGAL	LG10E	FSPHCHPMO	HCM Program - PMO	10,567,945
124_LEGAL	LG10E	FSPHCHPMO Total		21,135,890
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG Total		282,710
124_LEGAL	LG10E	FSPHCHPMO	(Blank Value)	9,600
124_LEGAL	LG10E	FSPHCHPMO	HCM Program - PMO	9,600
124_LEGAL	LG10E	FSPHCHPMO Total		19,200
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG Total		282,710
124_LEGAL	LG10E	FSPHCHPMO	(Blank Value)	10,567,945
124_LEGAL	LG10E	FSPHCHPMO	HCM Program - PMO	10,567,945
124_LEGAL	LG10E	FSPHCHPMO Total		21,135,890
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG Total		282,710
124_LEGAL	LG10E	FSPHCHPMO	(Blank Value)	9,600
124_LEGAL	LG10E	FSPHCHPMO	HCM Program - PMO	9,600
124_LEGAL	LG10E	FSPHCHPMO Total		19,200
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG Total		282,710
124_LEGAL	LG10E	FSPHCHPMO	(Blank Value)	10,567,945
124_LEGAL	LG10E	FSPHCHPMO	HCM Program - PMO	10,567,945
124_LEGAL	LG10E	FSPHCHPMO Total		21,135,890
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG Total		282,710
124_LEGAL	LG10E	FSPHCHPMO	(Blank Value)	9,600
124_LEGAL	LG10E	FSPHCHPMO	HCM Program - PMO	9,600
124_LEGAL	LG10E	FSPHCHPMO Total		19,200
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG Total		282,710
124_LEGAL	LG10E	FSPHCHPMO	(Blank Value)	10,567,945
124_LEGAL	LG10E	FSPHCHPMO	HCM Program - PMO	10,567,945
124_LEGAL	LG10E	FSPHCHPMO Total		21,135,890
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG Total		282,710
124_LEGAL	LG10E	FSPHCHPMO	(Blank Value)	9,600
124_LEGAL	LG10E	FSPHCHPMO	HCM Program - PMO	9,600
124_LEGAL	LG10E	FSPHCHPMO Total		19,200
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG Total		282,710
124_LEGAL	LG10E	FSPHCHPMO	(Blank Value)	10,567,945
124_LEGAL	LG10E	FSPHCHPMO	HCM Program - PMO	10,567,945
124_LEGAL	LG10E	FSPHCHPMO Total		21,135,890
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG Total		282,710
124_LEGAL	LG10E	FSPHCHPMO	(Blank Value)	9,600
124_LEGAL	LG10E	FSPHCHPMO	HCM Program - PMO	9,600
124_LEGAL	LG10E	FSPHCHPMO Total		19,200
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG Total		282,710
124_LEGAL	LG10E	FSPHCHPMO	(Blank Value)	10,567,945
124_LEGAL	LG10E	FSPHCHPMO	HCM Program - PMO	10,567,945
124_LEGAL	LG10E	FSPHCHPMO Total		21,135,890
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG Total		282,710
124_LEGAL	LG10E	FSPHCHPMO	(Blank Value)	9,600
124_LEGAL	LG10E	FSPHCHPMO	HCM Program - PMO	9,600
124_LEGAL	LG10E	FSPHCHPMO Total		19,200
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG Total		282,710
124_LEGAL	LG10E	FSPHCHPMO	(Blank Value)	10,567,945
124_LEGAL	LG10E	FSPHCHPMO	HCM Program - PMO	10,567,945
124_LEGAL	LG10E	FSPHCHPMO Total		21,135,890
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG Total		282,710
124_LEGAL	LG10E	FSPHCHPMO	(Blank Value)	9,600
124_LEGAL	LG10E	FSPHCHPMO	HCM Program - PMO	9,600
124_LEGAL	LG10E	FSPHCHPMO Total		19,200
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG Total		282,710
124_LEGAL	LG10E	FSPHCHPMO	(Blank Value)	10,567,945
124_LEGAL	LG10E	FSPHCHPMO	HCM Program - PMO	10,567,945
124_LEGAL	LG10E	FSPHCHPMO Total		21,135,890
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG Total		282,710
124_LEGAL	LG10E	FSPHCHPMO	(Blank Value)	9,600
124_LEGAL	LG10E	FSPHCHPMO	HCM Program - PMO	9,600
124_LEGAL	LG10E	FSPHCHPMO Total		19,200
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG Total		282,710
124_LEGAL	LG10E	FSPHCHPMO	(Blank Value)	10,567,945
124_LEGAL	LG10E	FSPHCHPMO	HCM Program - PMO	10,567,945
124_LEGAL	LG10E	FSPHCHPMO Total		21,135,890
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG Total		282,710
124_LEGAL	LG10E	FSPHCHPMO	(Blank Value)	9,600
124_LEGAL	LG10E	FSPHCHPMO	HCM Program - PMO	9,600
124_LEGAL	LG10E	FSPHCHPMO Total		19,200
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG Total		282,710
124_LEGAL	LG10E	FSPHCHPMO	(Blank Value)	10,567,945
124_LEGAL	LG10E	FSPHCHPMO	HCM Program - PMO	10,567,945
124_LEGAL	LG10E	FSPHCHPMO Total		21,135,890
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG Total		282,710
124_LEGAL	LG10E	FSPHCHPMO	(Blank Value)	9,600
124_LEGAL	LG10E	FSPHCHPMO	HCM Program - PMO	9,600
124_LEGAL	LG10E	FSPHCHPMO Total		19,200
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG Total		282,710
124_LEGAL	LG10E	FSPHCHPMO	(Blank Value)	10,567,945
124_LEGAL	LG10E	FSPHCHPMO	HCM Program - PMO	10,567,945
124_LEGAL	LG10E	FSPHCHPMO Total		21,135,890
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG Total		282,710
124_LEGAL	LG10E	FSPHCHPMO	(Blank Value)	9,600
124_LEGAL	LG10E	FSPHCHPMO	HCM Program - PMO	9,600
124_LEGAL	LG10E	FSPHCHPMO Total		19,200
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG Total		282,710
124_LEGAL	LG10E	FSPHCHPMO	(Blank Value)	10,567,945
124_LEGAL	LG10E	FSPHCHPMO	HCM Program - PMO	10,567,945
124_LEGAL	LG10E	FSPHCHPMO Total		21,135,890
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG Total		282,710
124_LEGAL	LG10E	FSPHCHPMO	(Blank Value)	9,600
124_LEGAL	LG10E	FSPHCHPMO	HCM Program - PMO	9,600
124_LEGAL	LG10E	FSPHCHPMO Total		19,200
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG Total		282,710
124_LEGAL	LG10E	FSPHCHPMO	(Blank Value)	10,567,945
124_LEGAL	LG10E	FSPHCHPMO	HCM Program - PMO	10,567,945
124_LEGAL	LG10E	FSPHCHPMO Total		21,135,890
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL	LG10E	FSPHCHORG	HCM - Org and Processes	141,355
124_LEGAL</				

ENTERGY TEXAS, INC.  
PUBLIC UTILITY COMMISSION OF TEXAS  
PUC DOCKET NO. 41791

Response of: Entergy Texas, Inc.  
to the Third Set of Data Requests  
of Requesting Party: City of Beaumont

Prepared By: Counsel  
Sponsoring Witness: TBD  
Beginning Sequence No.  
Ending Sequence No.

---

Question No.: BEAUMONT 3-3

Part No.:

Addendum:

Question:

For each entity identified in RFI 2-2 above, please state whether the entity was retained as result of a competitive bidding process. If so, please provide the materials, documents and correspondence submitted to the Company for each bid. Please also describe and provide supporting documentation for any analysis the Company performed to determine which entity or entities to retain to perform services for the HCM initiative.

---

Response:

A formal competitive bidding process was not used in retaining the entities.



ENTERGY TEXAS, INC.  
PUBLIC UTILITY COMMISSION OF TEXAS  
PUC DOCKET NO. 41791

Response of: Entergy Texas, Inc.  
to the Third Set of Data Requests  
of Requesting Party: City of Beaumont

Prepared By: Allen Heard  
Sponsoring Witness: Sallie T. Rainer  
Beginning Sequence No.  
Ending Sequence No.

---

Question No.: BEAUMONT 3-4

Part No.:

Addendum:

Question:

Please reference Ms. Rainer's statement, "As part of the HCM initiative, the Entergy Companies announced on July 31, 2013, that they had completed the comprehensive redesign of the organization, which will result in 800 positions being eliminated throughout the Entergy Companies by the end of 2013..." With respect to this comprehensive redesign, please provide the following information:

- a. Please provide the final cost/benefit analysis and report provided to the Executive Management Group, including all supporting schedules and workpapers.
  - b. Please provide the final estimated costs and savings (just before the July 31, 2013 announcement) for the HCM initiative identified for each of the Entergy affiliated companies.
  - c. Please provide the dates that the Executive Management Group met and discussed the HCM, and please provide the minutes for each meeting. Please supplement your response as new information becomes available.
  - d. Please provide each cost/benefit analysis update provided to the Executive Management Group from July 31, 2013 through the date of the Company's response to this discovery request. Please supplement your response as new information becomes available.
- 

Response:

- a. See the Company's response to Staff 5-1.
- b. See the Company's response to Staff 5-5.
- c. Dates that the Executive Management Group met and discussed the HCM are:

2/6/2013	2/27/2013	3/19/2013	4/3/2013
4/10/2013	5/7/2013	5/21/2013	6/4/2013

6/17/2013	6/24/2013	6/25/2013	7/9/2013
7/16/2013	10/8/2013		

There were no minutes for these meetings.

- d. The Company objects to this request on grounds that the responsive materials are protected (“confidential”) materials. Specifically, the responsive materials are protected pursuant to Texas Government Code Sections 552.101, 552.104 and/or 552.110. Confidential materials will be provided pursuant to the terms of the Protective Order in this docket.

Please see the attached confidential CD.

**DESIGNATION OF PROTECTED MATERIALS PURSUANT TO PARAGRAPH  
4 OF DOCKET NO. 41791 PROTECTIVE ORDER**

The Response to this Request for Information includes Protected Materials within the meaning of the Protective Order in force in this Docket. Public Information Act exemptions applicable to this information include Tex. Gov't Code Sections 552.101, 552.104 and/or 552.110. ETI asserts that this information is exempt from public disclosure under the Public Information Act and subject to treatment as Protected Materials because it concerns competitively sensitive commercial and/or financial information and/or information designated confidential by law.

Counsel for ETI has reviewed this information sufficiently to state in good faith that the information is exempt from public disclosure under the Public Information Act and merits the Protected Materials Designation.

Steve Neinast  
Entergy Services, Inc.

ENTERGY TEXAS, INC.  
PUBLIC UTILITY COMMISSION OF TEXAS  
PUC DOCKET NO. 41791

Response of: Entergy Texas, Inc.  
to the Third Set of Data Requests  
of Requesting Party: City of Beaumont

Prepared By: Noelle Linch  
Sponsoring Witness: Michael P. Considine  
Beginning Sequence No.  
Ending Sequence No.

---

Question No.: BEAUMONT 3-5

Part No.:

Addendum:

Question:

Please provide the following information for ETI for each pay period in the test year, preferably in an Excel compatible file with fully functional formulas:

- a. number of employees
  - b. regular pay
  - c. overtime pay
  - d. compensated absences not included in b. above
  - e. incentives or bonuses
  - f. regular hours
  - g. overtime hours
- 

Response:

For parts a, b, c, e, f, and g – See attached CD.

d. None.

ENTERGY TEXAS, INC.  
PUBLIC UTILITY COMMISSION OF TEXAS  
PUC DOCKET NO. 41791

Response of: Entergy Texas, Inc.  
to the Third Set of Data Requests  
of Requesting Party: City of Beaumont

Prepared By: Noelle Linch  
Sponsoring Witness: Michael P. Considine  
Beginning Sequence No.  
Ending Sequence No.

---

Question No.: BEAUMONT 3-6

Part No.:

Addendum:

Question:

Please provide the overtime pay and overtime hours for ETI for the two years immediately before the test year, preferably in an Excel compatible file with fully functional formulas.

---

Response:

See the attached CD.

ENTERGY TEXAS, INC.  
PUBLIC UTILITY COMMISSION OF TEXAS  
PUC DOCKET NO. 41791

Response of: Entergy Texas, Inc.  
to the Third Set of Data Requests  
of Requesting Party: City of Beaumont

Prepared By: Santo Bentivegna  
Sponsoring Witness: Michael P. Considine  
Beginning Sequence No.  
Ending Sequence No.

---

Question No.: BEAUMONT 3-7

Part No.:

Addendum:

Question:

Please provide the number of part-time ETI employees for each pay period in the test year and the amount of pay and the hours worked each pay period. Please also provide the part-time payroll and number of part-time employees for each of the 2 years prior to the test year. Please provide this response in an Excel compatible file with all formulas intact.

---

Response:

See the attached CD.

ENTERGY TEXAS, INC.  
PUBLIC UTILITY COMMISSION OF TEXAS  
PUC DOCKET NO. 41791

Response of: Entergy Texas, Inc.  
to the Third Set of Data Requests  
of Requesting Party: City of Beaumont

Prepared By: Noelle Linch  
Sponsoring Witness: Michael P. Considine  
Beginning Sequence No.  
Ending Sequence No.

---

Question No.: BEAUMONT 3-8

Part No.:

Addendum:

Question:

Please provide the number of temporary ETI employees for each pay period in the test year and the amount of pay and the hours worked each pay period. Please also provide the part-time payroll and the number of part-time employees for each of the 2 years prior to the test year. Please provide this response in an Excel compatible file with all formulas intact.

---

Response:

See the attached CD.

ENTERGY TEXAS, INC.  
PUBLIC UTILITY COMMISSION OF TEXAS  
PUC DOCKET NO. 41791

Response of: Entergy Texas, Inc.  
to the Third Set of Data Requests  
of Requesting Party: City of Beaumont

Prepared By: Noelle Linch  
Sponsoring Witness: Michael P. Considine  
Beginning Sequence No.  
Ending Sequence No.

---

Question No.: BEAUMONT 3-9

Part No.:

Addendum:

Question:

Please provide the ETI test year end salaries that exceed the State and Federal maximum amounts for each payroll tax item.

---

Response:

Please see the attached schedule of ETI test year end salaries. Below are the types of taxes along with the rate and amount to which the tax is applied.

Rates effective January 1, 2013:

Medicare	1.45%	No Limit
Medicare	2.35%	on taxable gross greater than \$200,000
Social Security	6.20%	\$113,700
Federal Unemployment	0.60%	\$7,000
State Unemployment	0.76%	\$9,000

Rates in effect for 2012 were:

Medicare	1.45%	No Limit
Social Security	6.20%	\$110,100
Federal Unemployment	0.60%	\$7,000
State Unemployment	0.84%	\$9,000



Entergy Texas, Inc.  
Docket No. 41791  
ETI COS 03/31/13  
Beaumont 3rd Set, Question 9  
ETI Test Year End Salaries

<u>Line #</u>	<u>Annual Rate</u>
1	76,102
2	102,007
3	70,034
4	51,761
5	90,608
6	77,045
7	156,551
8	89,060
9	92,259
10	75,421
11	70,034
12	80,023
13	57,602
14	180,000
15	70,034
16	59,758
17	52,144
18	46,738
19	71,680
20	70,034
21	75,421
22	71,827
23	74,040
24	75,421
25	70,034
26	96,333
27	107,666
28	101,922
29	98,238
30	100,299
31	68,994
32	173,976
33	97,086
34	89,943
35	68,994
36	64,917
37	103,753
38	70,034
39	59,987
40	80,173

Entergy Texas, Inc.  
Docket No. 41791  
ETI COS 03/31/13  
Beaumont 3rd Set, Question 9  
ETI Test Year End Salaries

<u>Line #</u>	<u>Annual Rate</u>
41	83,500
42	196,690
43	43,430
44	146,340
45	67,835
46	108,842
47	92,457
48	75,421
49	68,994
50	42,827
51	157,019
52	86,390
53	112,106
54	68,994
55	88,473
56	275,000
57	75,325
58	75,409
59	75,421
60	70,034
61	98,262
62	70,034
63	131,213
64	108,560
65	70,034
66	86,792
67	133,723
68	75,421
69	73,628
70	75,421
71	63,112
72	70,034
73	75,421
74	75,421
75	75,421
76	235,095
77	75,421
78	71,344
79	137,225
80	75,421

Entergy Texas, Inc.  
Docket No. 41791  
ETI COS 03/31/13  
Beaumont 3rd Set, Question 9  
ETI Test Year End Salaries

<u>Line #</u>	<u>Annual Rate</u>
81	59,758
82	68,994
83	98,280
84	71,074
85	70,034
86	43,430
87	124,921
88	64,917
89	73,227
90	82,679
91	75,421
92	92,216
93	92,827
94	105,314
95	81,316
96	70,034
97	68,994
98	43,430
99	53,312
100	42,827
101	70,034
102	70,034
103	68,994
104	70,034
105	70,034
106	70,034
107	75,421
108	75,421
109	86,589
110	85,059
111	70,034
112	77,531
113	100,110
114	71,344
115	68,994
116	141,435
117	101,499
118	70,034
119	70,034
120	51,167

Entergy Texas, Inc.  
Docket No. 41791  
ETI COS 03/31/13  
Beaumont 3rd Set, Question 9  
ETI Test Year End Salaries

<u>Line #</u>	<u>Annual Rate</u>
121	70,034
122	70,034
123	70,034
124	112,960
125	43,430
126	129,558
127	114,309
128	94,336
129	46,144
130	70,034
131	92,608
132	75,421
133	43,430
134	73,057
135	59,550
136	71,719
137	70,034
138	70,034
139	70,034
140	80,469
141	76,043
142	70,034
143	75,421
144	70,034
145	42,424
146	58,785
147	70,034
148	71,742
149	75,421
150	54,413
151	70,034
152	91,618
153	70,034
154	70,034
155	97,812
156	60,562
157	104,185
158	42,092
159	70,034
160	70,034

Entergy Texas, Inc.  
 Docket No. 41791  
 ETI COS 03/31/13  
 Beaumont 3rd Set, Question 9  
 ETI Test Year End Salaries

<u>Line #</u>	<u>Annual Rate</u>
161	79,661
162	68,175
163	75,421
164	70,034
165	47,007
166	71,657
167	70,034
168	64,917
169	75,421
170	46,967
171	75,421
172	89,283
173	68,994
174	39,541
175	77,107
176	75,421
177	70,034
178	70,034
179	43,430
180	75,421
181	117,595
182	70,034
183	64,917
184	70,034
185	75,421
186	70,034
187	53,991
188	73,556
189	98,718
190	75,421
191	43,430
192	43,430
193	70,034
194	73,380
195	72,488
196	43,430
197	68,994
198	78,250
199	43,430
200	42,827

Entergy Texas, Inc.  
 Docket No. 41791  
 ETI COS 03/31/13  
 Beaumont 3rd Set, Question 9  
 ETI Test Year End Salaries

<u>Line #</u>	<u>Annual Rate</u>
201	127,179
202	81,901
203	86,067
204	106,133
205	80,554
206	70,034
207	70,034
208	70,034
209	73,958
210	80,395
211	46,966
212	83,148
213	46,738
214	75,727
215	68,994
216	91,281
217	77,064
218	68,994
219	72,359
220	68,994
221	70,034
222	98,454
223	75,421
224	81,979
225	59,010
226	75,421
227	43,430
228	92,684
229	42,652
230	51,425
231	223,879
232	70,034
233	43,430
234	64,917
235	98,185
236	71,344
237	75,902
238	70,034
239	70,034
240	79,946

Entergy Texas, Inc.  
Docket No. 41791  
ETI COS 03/31/13  
Beaumont 3rd Set, Question 9  
ETI Test Year End Salaries

<u>Line #</u>	<u>Annual Rate</u>
241	43,430
242	73,638
243	68,994
244	71,344
245	72,481
246	70,034
247	75,421
248	70,034
249	48,818
250	130,800
251	105,854
252	72,486
253	74,936
254	95,608
255	68,994
256	73,315
257	71,344
258	74,673
259	90,775
260	41,773
261	70,034
262	77,281
263	43,430
264	43,430
265	71,183
266	72,848
267	70,034
268	84,803
269	123,779
270	70,034
271	75,355
272	102,200
273	70,034
274	77,542
275	70,034
276	80,238
277	70,034
278	75,870
279	75,421
280	68,994

Entergy Texas, Inc.  
Docket No. 41791  
ETI COS 03/31/13  
Beaumont 3rd Set, Question 9  
ETI Test Year End Salaries

<u>Line #</u>	<u>Annual Rate</u>
281	70,034
282	72,034
283	71,344
284	89,115
285	75,421
286	70,034
287	73,781
288	74,824
289	59,758
290	71,587
291	43,430
292	88,045
293	60,154
294	70,034
295	75,421
296	59,758
297	83,199
298	43,430
299	70,034
300	59,758
301	73,771
302	96,402
303	76,664
304	63,086
305	75,421
306	71,500
307	76,256
308	97,958
309	70,034
310	43,430
311	68,994
312	59,758
313	59,758
314	75,421
315	42,827
316	70,034
317	68,994
318	90,935
319	70,034
320	91,863



Entergy Texas, Inc.  
Docket No. 41791  
ETI COS 03/31/13  
Beaumont 3rd Set, Question 9  
ETI Test Year End Salaries

<u>Line #</u>	<u>Annual Rate</u>
321	70,034
322	70,034
323	71,344
324	70,034
325	59,550
326	87,877
327	75,421
328	100,110
329	43,430
330	46,966
331	113,979
332	71,344
333	102,340
334	70,034
335	75,421
336	72,228
337	70,034
338	47,384
339	79,782
340	78,236
341	79,693
342	108,304
343	89,451
344	70,034
345	43,430
346	71,344
347	60,485
348	70,805
349	59,550
350	39,541
351	67,498
352	59,758
353	83,050
354	70,034
355	108,036
356	59,758
357	68,994
358	123,403
359	71,631
360	75,202

Entergy Texas, Inc.  
Docket No. 41791  
ETI COS 03/31/13  
Beaumont 3rd Set, Question 9  
ETI Test Year End Salaries

<u>Line #</u>	<u>Annual Rate</u>
361	75,496
362	75,421
363	99,494
364	70,034
365	70,034
366	70,034
367	75,470
368	73,216
369	220,000
370	70,034
371	70,034
372	70,034
373	70,034
374	52,689
375	78,409
376	68,994
377	66,530
378	39,541
379	88,383
380	95,857
381	70,034
382	41,753
383	84,975
384	126,926
385	76,353
386	73,518
387	72,882
388	43,430
389	70,034
390	70,034
391	70,034
392	70,034
393	43,430
394	75,421
395	42,827
396	70,034
397	75,662
398	58,598
399	75,421
400	75,421

Entergy Texas, Inc.  
Docket No. 41791  
ETI COS 03/31/13  
Beaumont 3rd Set, Question 9  
ETI Test Year End Salaries

<u>Line #</u>	<u>Annual Rate</u>
401	71,344
402	110,174
403	70,034
404	68,994
405	75,472
406	59,758
407	70,034
408	71,344
409	70,034
410	54,558
411	70,000
412	43,430
413	75,421
414	67,234
415	51,713
416	75,421
417	105,630
418	77,892
419	76,054
420	70,034
421	97,577
422	77,701
423	59,550
424	68,994
425	43,430
426	73,515
427	81,934
428	43,430
429	82,570
430	74,347
431	107,348
432	68,994
433	98,504
434	73,055
435	77,166
436	91,444
437	68,994
438	104,169
439	70,034
440	70,034

Entergy Texas, Inc.  
Docket No. 41791  
ETI COS 03/31/13  
Beaumont 3rd Set, Question 9  
ETI Test Year End Salaries

<u>Line #</u>	<u>Annual Rate</u>
441	75,421
442	110,437
443	99,925
444	105,026
445	71,344
446	64,308
447	75,421
448	75,421
449	93,154
450	55,708
451	77,542
452	97,723
453	43,430
454	80,185
455	71,344
456	43,430
457	64,917
458	43,430
459	70,034
460	68,994
461	75,421
462	66,990
463	76,883
464	88,762
465	173,047
466	68,994
467	54,000
468	75,421
469	75,421
470	88,544
471	71,458
472	70,034
473	94,580
474	70,034
475	70,034
476	42,827
477	83,593
478	96,016
479	63,648
480	75,953

Entergy Texas, Inc.  
Docket No. 41791  
ETI COS 03/31/13  
Beaumont 3rd Set, Question 9  
ETI Test Year End Salaries

<u>Line #</u>	<u>Annual Rate</u>
481	56,480
482	89,060
483	55,539
484	68,973
485	70,034
486	82,073
487	70,034
488	93,788
489	117,660
490	61,000
491	75,421
492	158,439
493	102,300
494	59,634
495	44,887
496	64,917
497	70,034
498	70,034
499	68,994
500	70,034
501	70,034
502	70,034
503	70,034
504	59,758
505	70,034
506	70,034
507	70,034
508	70,034
509	71,500
510	72,946
511	70,034
512	70,034
513	70,034
514	72,329
515	70,034
516	57,366
517	59,758
518	70,034
519	70,034
520	59,550

Entergy Texas, Inc.  
Docket No. 41791  
ETI COS 03/31/13  
Beaumont 3rd Set, Question 9  
ETI Test Year End Salaries

<u>Line #</u>	<u>Annual Rate</u>
521	63,814
522	70,034
523	70,034
524	70,034
525	36,733
526	70,034
527	59,010
528	86,143
529	40,165
530	72,160
531	70,034
532	70,034
533	63,814
534	50,669
535	41,406
536	50,835
537	70,034
538	70,034
539	70,034
540	75,421
541	45,240
542	40,165
543	70,034
544	70,034
545	70,034
546	41,630
547	70,034
548	70,034
549	70,034
550	43,430
551	43,888
552	48,818
553	37,627
554	63,814
555	43,902
556	70,034
557	68,973
558	52,936
559	73,778
560	70,035

Entergy Texas, Inc.  
Docket No. 41791  
ETI COS 03/31/13  
Beaumont 3rd Set, Question 9  
ETI Test Year End Salaries

<u>Line #</u>	<u>Annual Rate</u>
561	70,034
562	43,430
563	71,500
564	34,861
565	34,861
566	70,034
567	39,541
568	70,034
569	70,034
570	70,034
571	70,034
572	45,646
573	70,034
574	70,034
575	70,034
576	87,000
577	70,034
578	70,034
579	41,845
580	37,627
581	70,034
582	73,000
583	103,566
584	71,344
585	70,034
586	70,034
587	37,627
588	45,656
589	69,356
590	63,086
591	30,534
592	35,755
593	70,034
594	48,818
595	56,118
596	73,778
597	35,755
598	70,034
599	43,514
600	60,389

Entergy Texas, Inc.  
Docket No. 41791  
ETI COS 03/31/13  
Beaumont 3rd Set, Question 9  
ETI Test Year End Salaries

<u>Line #</u>	<u>Annual Rate</u>
601	62,005
602	68,973
603	76,125
604	28,309
605	28,309
606	28,309
607	28,309
608	60,600
609	47,424
610	48,818
611	45,513
612	55,598
613	59,010
614	70,000
615	45,000
616	32,094
617	49,941
618	32,094
619	67,000
620	32,094
621	59,010
622	63,814
623	36,005
624	54,662
625	54,662
626	62,830
627	112,000
628	49,587
629	45,656
630	79,500
631	45,656
632	62,830
633	43,888
634	43,888
635	59,634
636	46,280
637	43,888
638	43,888
639	90,000
640	63,814



Entergy Texas, Inc.  
Docket No. 41791  
ETI COS 03/31/13  
Beaumont 3rd Set, Question 9  
ETI Test Year End Salaries

<u>Line #</u>	<u>Annual Rate</u>
641	59,010
642	48,818
643	62,830
644	29,723
645	29,723
646	50,690
647	29,723
648	48,818
649	63,500

ENTERGY TEXAS, INC.  
PUBLIC UTILITY COMMISSION OF TEXAS  
PUC DOCKET NO. 41791

Response of: Entergy Texas, Inc.  
to the Third Set of Data Requests  
of Requesting Party: City of Beaumont

Prepared By: Santo Bentivegna  
Sponsoring Witness: Michael P. Considine  
Beginning Sequence No.  
Ending Sequence No.

---

Question No.: BEAUMONT 3-10

Part No.:

Addendum:

Question:

Please provide the following information for ETI for each pay period following the end of the test year through the latest available pay period, preferably in an Excel compatible file with fully functional formulas:

- a. number of employees
  - b. regular pay
  - c. overtime pay
  - d. compensated absences not included in b. above
  - e. incentives or bonuses
  - f. regular hours
  - g. overtime hours
- 

Response:

For parts a, b, c, f, and g – See the attached CD.

For parts d and e – None.

ENTERGY TEXAS, INC.  
PUBLIC UTILITY COMMISSION OF TEXAS  
PUC DOCKET NO. 41791

Response of: Entergy Texas, Inc.  
to the Third Set of Data Requests  
of Requesting Party: City of Beaumont

Prepared By: Noelle Linch  
Sponsoring Witness: Michael P. Considine  
Beginning Sequence No.  
Ending Sequence No.

---

Question No.: BEAUMONT 3-11

Part No.:

Addendum:

Question:

Please provide the number of part-time ETI employees for each pay period following the end of the test year through the latest available pay period and the amount of pay and the hours worked each pay period. Please provide this response in an Excel compatible file with all formulas intact.

---

Response:

There are no part-time ETI employees following the end of the test year.

ENTERGY TEXAS, INC.  
PUBLIC UTILITY COMMISSION OF TEXAS  
PUC DOCKET NO. 41791

Response of: Entergy Texas, Inc.  
to the Third Set of Data Requests  
of Requesting Party: City of Beaumont

Prepared By: Noelle Linch  
Sponsoring Witness: Michael P. Considine  
Beginning Sequence No.  
Ending Sequence No.

---

Question No.: BEAUMONT 3-12

Part No.:

Addendum:

Question:

Please provide the number of temporary ETI employees for each pay period following the end of the test year through the latest available pay period and the amount of pay and the hours worked each pay period. Please provide this response in an Excel compatible file with all formulas intact.

---

Response:

There are no temporary ETI employees following the end of the test year.

ENTERGY TEXAS, INC.  
PUBLIC UTILITY COMMISSION OF TEXAS  
PUC DOCKET NO. 41791

Response of: Entergy Texas, Inc.  
to the Third Set of Data Requests  
of Requesting Party: City of Beaumont

Prepared By: Santo Bentivegna  
Sponsoring Witness: Michael P. Considine  
Beginning Sequence No.  
Ending Sequence No.

---

Question No.: BEAUMONT 3-13

Part No.:

Addendum:

Question:

Please provide the following information for the Lewis Creek Plant for each pay period in the test year, preferably in an Excel compatible file with fully functional formulas:

- a. number of employees
  - b. regular pay
  - c. overtime pay
  - d. compensated absences not included in b. above
  - e. incentives or bonuses
  - f. regular hours
  - g. overtime hours
- 

Response:

Parts a, b, c, e, f, and g: see the attached CD.

Part d – None.

ENTERGY TEXAS, INC.  
PUBLIC UTILITY COMMISSION OF TEXAS  
PUC DOCKET NO. 41791

Response of: Entergy Texas, Inc.  
to the Third Set of Data Requests  
of Requesting Party: City of Beaumont

Prepared By: Santo Bentivegna  
Sponsoring Witness: Michael P. Considine  
Beginning Sequence No.  
Ending Sequence No.

---

Question No.: BEAUMONT 3-14

Part No.:

Addendum:

Question:

Please provide the overtime pay and overtime hours for the Lewis Creek Plant for the two years immediately before the test year, preferably in an Excel compatible file with fully functional formulas.

---

Response:

See the attached CD.

ENTERGY TEXAS, INC.  
PUBLIC UTILITY COMMISSION OF TEXAS  
PUC DOCKET NO. 41791

Response of: Entergy Texas, Inc.  
to the Third Set of Data Requests  
of Requesting Party: City of Beaumont

Prepared By: Santo Bentivegna  
Sponsoring Witness: Michael P. Considine  
Beginning Sequence No.  
Ending Sequence No.

---

Question No.: BEAUMONT 3-15

Part No.:

Addendum:

Question:

Please provide the number of part-time Lewis Creek Plant employees for each pay period in the test year and the amount of pay and the hours worked each pay period. Please also provide the part-time payroll and number of part-time employees for each of the 2 years prior to the test year. Please provide this response in an Excel compatible file with all formulas intact.

---

Response:

There were no part-time Lewis Creek Plant employees during the test year or the 2 years prior to the test year.

ENTERGY TEXAS, INC.  
PUBLIC UTILITY COMMISSION OF TEXAS  
PUC DOCKET NO. 41791

Response of: Entergy Texas, Inc.  
to the Third Set of Data Requests  
of Requesting Party: City of Beaumont

Prepared By: Santo Bentivegna  
Sponsoring Witness: Michael P. Considine  
Beginning Sequence No.  
Ending Sequence No.

---

Question No.: BEAUMONT 3-16

Part No.:

Addendum:

Question:

Please provide the number of temporary Lewis Creek Plant employees for each pay period in the test year and the amount of pay and the hours worked each pay period. Please also provide the part-time payroll and the number of part-time employees for each of the 2 years prior to the test year. Please provide this response in an Excel compatible file with all formulas intact.

---

Response:

See the attached CD.



ENTERGY TEXAS, INC.  
PUBLIC UTILITY COMMISSION OF TEXAS  
PUC DOCKET NO. 41791

Response of: Entergy Texas, Inc.  
to the Third Set of Data Requests  
of Requesting Party: City of Beaumont

Prepared By: Noelle Linch  
Sponsoring Witness: Michael P. Considine  
Beginning Sequence No.  
Ending Sequence No.

---

Question No.: BEAUMONT 3-17

Part No.:

Addendum:

Question:

Please provide the Lewis Creek Plant test year end salaries that exceed the maximum State and Federal amounts for each payroll tax item.

---

Response:

Please see the attached schedule of Lewis Creek test year end salaries. Below are the types of taxes along with the rate and amount to which the tax is applied.

Rates effective January 1, 2013:

Medicare	1.45%	No Limit
Medicare	2.35%	on taxable gross greater than \$200,000
Social Security	6.20%	\$113,700
Federal Unemployment	0.60%	\$7,000
State Unemployment	0.76%	\$9,000

Rates in effect for 2012 were:

Medicare	1.45%	No Limit
Social Security	6.20%	\$110,100
Federal Unemployment	0.60%	\$7,000
State Unemployment	0.84%	\$9,000

Entergy Texas, Inc.  
Docket No. 41791  
ETI COS 03/31/13  
Cities 3rd Set, Question 17  
Lewis Creek Test Year End Salari

<u>Line #</u>	<u>Annual Rate</u>
1	51,761
2	156,551
3	83,500
4	75,421
5	75,421
6	75,421
7	75,421
8	75,421
9	75,421
10	75,421
11	75,421
12	75,421
13	83,148
14	75,421
15	75,421
16	75,421
17	87,877
18	83,050
19	110,437
20	105,026
21	88,762
22	75,421
23	78,050
24	75,421
25	86,143
26	103,566
27	63,086
28	99,418
29	62,005
30	68,973
31	76,125
32	70,000
33	79,500
34	59,634

ENTERGY TEXAS, INC.  
PUBLIC UTILITY COMMISSION OF TEXAS  
PUC DOCKET NO. 41791

Response of: Entergy Texas, Inc.  
to the Third Set of Data Requests  
of Requesting Party: City of Beaumont

Prepared By: anto Bentivegna  
Sponsoring Witness: Michael P. Considine  
Beginning Sequence No.  
Ending Sequence No.

---

Question No.: BEAUMONT 3-18

Part No.:

Addendum:

Question:

Please provide the following information for the Lewis Creek Plant for each pay period following the end of the test year through the latest available pay period, preferably in an Excel compatible file with fully functional formulas:

- a. number of employees
  - b. regular pay
  - c. overtime pay
  - d. compensated absences not included in b. above
  - e. incentives or bonuses
  - f. regular hours
  - g. overtime hours
- 

Response:

Parts a, b, c, f, and g: see attached CD.

Parts d and e – None.

ENTERGY TEXAS, INC.  
PUBLIC UTILITY COMMISSION OF TEXAS  
PUC DOCKET NO. 41791

Response of: Entergy Texas, Inc.  
to the Third Set of Data Requests  
of Requesting Party: City of Beaumont

Prepared By: Santo Bentivegna  
Sponsoring Witness: Michael P. Considine  
Beginning Sequence No.  
Ending Sequence No.

---

Question No.: BEAUMONT 3-19

Part No.:

Addendum:

Question:

Please provide the number of part-time Lewis Creek Plant employees for each pay period following the end of the test year through the latest available pay period and the amount of pay and the hours worked each pay period. Please provide this response in an Excel compatible file with all formulas intact.

---

Response:

There were no part-time Lewis Creek Plant employees for the period following the end of the test year through the latest available pay period.

ENTERGY TEXAS, INC.  
PUBLIC UTILITY COMMISSION OF TEXAS  
PUC DOCKET NO. 41791

Response of: Entergy Texas, Inc.  
to the Third Set of Data Requests  
of Requesting Party: City of Beaumont

Prepared By: Santo Bentivegna  
Sponsoring Witness: Michael P. Considine  
Beginning Sequence No.  
Ending Sequence No.

---

Question No.: BEAUMONT 3-20

Part No.:

Addendum:

Question:

Please provide the number of temporary Lewis Creek Plant employees for each pay period following the end of the test year through the latest available pay period and the amount of pay and the hours worked each pay period. Please provide this response in an Excel compatible file with all formulas intact.

---

Response:

See the attached CD.

ENTERGY TEXAS, INC.  
PUBLIC UTILITY COMMISSION OF TEXAS  
PUC DOCKET NO. 41791

Response of: Entergy Texas, Inc.  
to the Third Set of Data Requests  
of Requesting Party: City of Beaumont

Prepared By: Santo Bentivegna  
Sponsoring Witness: Michael P. Considine  
Beginning Sequence No.  
Ending Sequence No.

---

Question No.: BEAUMONT 3-21

Part No.:

Addendum:

Question:

Please provide the following information for the Sabine Plant for each pay period in the test year, preferably in an Excel compatible file with fully functional formulas:

- a. number of employees
  - b. regular pay
  - c. overtime pay
  - d. compensated absences not included in b. above
  - e. incentives or bonuses
  - f. regular hours
  - g. overtime hours
- 

Response:

Parts a, b, c, e, f, and g: see the attached CD.

Part d – None.

ENTERGY TEXAS, INC.  
PUBLIC UTILITY COMMISSION OF TEXAS  
PUC DOCKET NO. 41791

Response of: Entergy Texas, Inc.  
to the Third Set of Data Requests  
of Requesting Party: City of Beaumont

Prepared By: Santo Bentivegna  
Sponsoring Witness: Michael P. Considine  
Beginning Sequence No.  
Ending Sequence No.

---

Question No.: BEAUMONT 3-22

Part No.:

Addendum:

Question:

Please provide the overtime pay and overtime hours for the Sabine Plant for the two years immediately before the test year, preferably in an Excel compatible file with fully functional formulas.

---

Response:

See the attached CD.

ENTERGY TEXAS, INC.  
PUBLIC UTILITY COMMISSION OF TEXAS  
PUC DOCKET NO. 41791

Response of: Entergy Texas, Inc.  
to the Third Set of Data Requests  
of Requesting Party: City of Beaumont

Prepared By: Santo Bentivegna  
Sponsoring Witness: Michael P. Considine  
Beginning Sequence No.  
Ending Sequence No.

---

Question No.: BEAUMONT 3-23

Part No.:

Addendum:

Question:

Please provide the number of part-time Sabine Plant employees for each pay period in the test year and the amount of pay and the hours worked each pay period. Please also provide the part-time payroll and number of part-time employees for each of the 2 years prior to the test year. Please provide this response in an Excel compatible file with all formulas intact.

---

Response:

There were no part-time Sabine Plant employees for the test year or the 2 years prior to the test year.



ENTERGY TEXAS, INC.  
PUBLIC UTILITY COMMISSION OF TEXAS  
PUC DOCKET NO. 41791

Response of: Entergy Texas, Inc.  
to the Third Set of Data Requests  
of Requesting Party: City of Beaumont

Prepared By: Santo Bentivegna  
Sponsoring Witness: Michael P. Considine  
Beginning Sequence No.  
Ending Sequence No.

---

Question No.: BEAUMONT 3-24

Part No.:

Addendum:

Question:

Please provide the number of temporary Sabine Plant employees for each pay period in the test year and the amount of pay and the hours worked each pay period. Please also provide the part-time payroll and the number of part-time employees for each of the 2 years prior to the test year. Please provide this response in an Excel compatible file with all formulas intact.

---

Response:

See the attached CD. All information provided in the attachment is related to temporary employees only. Information requested on part-time basis is provided in the Company's response to Beaumont 3-23.

ENTERGY TEXAS, INC.  
PUBLIC UTILITY COMMISSION OF TEXAS  
PUC DOCKET NO. 41791

Response of: Entergy Texas, Inc.  
to the Third Set of Data Requests  
of Requesting Party: City of Beaumont

Prepared By: Noelle Linch  
Sponsoring Witness: Michael P. Considine  
Beginning Sequence No.  
Ending Sequence No.

---

Question No.: BEAUMONT 3-25

Part No.:

Addendum:

Question:

Please provide the Sabine Plant test year end salaries that exceed the maximum State and Federal amounts for each payroll tax item.

---

Response:

Please see the attached schedule of Sabine Plant test year end salaries. Below are the types of taxes along with the rate and amount to which the tax is applied.

Rates effective January 1, 2013:

Medicare	1.45%	No Limit
Medicare	2.35%	on taxable gross greater than \$200,000
Social Security	6.20%	\$113,700
Federal Unemployment	0.60%	\$7,000
State Unemployment	0.76%	\$9,000

Rates in effect for 2012 were:

Medicare	1.45%	No Limit
Social Security	6.20%	\$110,100
Federal Unemployment	0.60%	\$7,000
State Unemployment	0.84%	\$9,000