

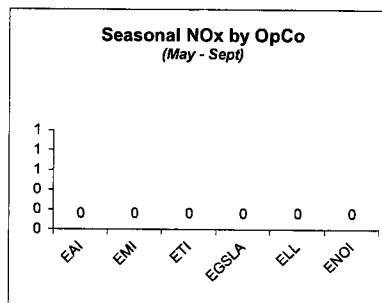
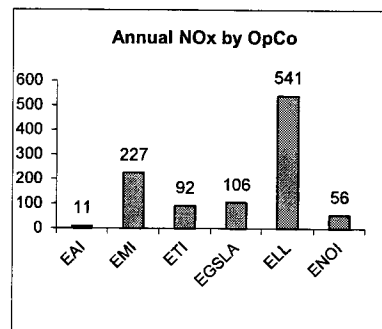
February 2013 Final MEP  
Environmental SUMMARY

	Average Nox Rate (lbs/mmBtu)	Expected Nox (tons)	\$/MWhr Adder
<b>Co-Owned Units (Also Reported Below by OpCo Responsibility)</b>			
Independence #1	0.17	414	\$0.00
Independence #2	0.19	476	\$0.00
White Bluff #1	0.28	615	\$0.00
White Bluff #2	0.29	114	\$0.00
Nelson 6	PO		

Allowance Costs Used in Forecast	
Seasonal (\$/ton)	\$0
Annual (\$/ton)	\$42

Expected Market Costs	
\$\$ of Allowances Used	\$43,336
\$/MWhr Adder (Avg)	\$0.03

Entergy Arkansas (EAI)					
		Ownership	Average	Expected	\$/MWhr.
		Share	Nox Rate	Nox (tons)	Adder
Annual and Seasonal Program Units					
Ouachita #1			0.02	5.5	\$0.00
Ouachita #2			0.01	3.7	\$0.00
Ouachita #3			0.02	1.5	\$0.00
			Annual Total	10.7	
Seasonal Program Units					
Independence #1	31.5%	0.17	130	\$0.00	
White Bluff #1	57.0%	0.28	351	\$0.00	
White Bluff #2	57.0%	0.29	114	\$0.00	
Lynch #2					
Lynch #3					
Lynch #4					
Mabelvale					
Lake Catherine #1					
Lake Catherine #2					
Lake Catherine #3					
Lake Catherine #4					
Couch #1					
Couch #2					
Ouachita #1		0.02	5.5	\$0.00	
Ouachita #2		0.01	3.7	\$0.00	
Ouachita #3		0.02	1.5	\$0.00	
		Seasonal Total	606		



Entergy Mississippi (EMI)					
		Ownership	Average	Expected	\$/MWhr
		Share	Nox Rate	Nox (tons)	Adder
Annual and Seasonal Program Units					
Andrus #1			0.24	75	\$0.05
Attala			0.02	24.3	\$0.00
Rex Brown #1					
Rex Brown #3					
Rex Brown #4					
Rex Brown #5					
Baxter Wilson #1					
Baxter Wilson #2			0.41	127	\$0.09
			Total	226.9	
Seasonal Program Units					
Independence #1		25.0%	0.17	104	\$0.00
Independence #2		25.0%	0.19	0	\$0.00
			Seasonal Total	104	

Entergy Quarterly Summary of Needs		
	Annual	Seasonal
EAI	11	0
EMI	227	0
ETI	92	0
EGSLA	106	0
ELL	541	0
ENOI	56	0
<b>Totals</b>	1,032	0

Entergy Texas Inc (ETI)				
Annual Program Units	Ownership	Average	Expected	\$/MWhr
	Share	Nox Rate	Nox (tons)	Adder
		0.02	6.4	\$0.00
		0.02	9.5	\$0.00
	29.9%			

February 2013 Final MEP  
Environmental SUMMARY

	Average Nox Rate (lbs/mmBtu)	Expected Nox (tons)	\$/MWHr Adder
Sabine #2			
Sabine #3	0.11	47	\$0.03
Sabine #4			
Sabine #5	0.08	29	\$0.02
Seasonal Program Units			
Nelson 6	29.9%		
		92	
Seasonal Total		0	

Entergy Gulf States, Inc. (EGSLA)			
All Units Participate in the Seasonal and Annual Programs			
Ownership Share	Average Nox Rate	Expected Nox (tons)	\$/MWHr Adder
Nelson #3			
Nelson #4	0.12	105	\$0.03
Nelson 6			
Calcasieu #1	40.1%		
Calcasieu #2	0.08	0.3	\$0.02
Willow Glen #1			
Willow Glen #2			
Willow Glen #3			
Willow Glen #4			
Willow Glen #5			
Total		106	

Entergy Louisiana (ELL)			
All Units Participate in the Seasonal and Annual Programs			
Ownership Share	Average Nox Rate	Expected Nox (tons)	\$/MWHr Adder
Perryville #1	0.02	1.3	\$0.00
Perryville #2			
Sterlington #6			
Sterlington #7			
Little Gypsy #1			
Little Gypsy #2	0.06	15	\$0.02
Little Gypsy #3			
Waterford #1			
Waterford #2	0.12	10	\$0.03
Ninemile #1			
Ninemile #2			
Ninemile #3	0.11	13	\$0.04
Ninemile #4	0.26	239	\$0.06
Ninemile #5	0.29	262	\$0.06
Buras #8			
Total		541	

Entergy New Orleans (ENOI)			
All Units Participate in the Seasonal and Annual Programs			
Ownership Share	Average Nox Rate	Expected Nox (tons)	\$/MWHr Adder
Michoud #2	0.24	55.5	\$0.05
Michoud #3			
Total		56	

# TEMPERATURE/LOAD FORECASTING

Date: 6/18/2012	Friday		Saturday		Sunday		Monday
Previous Comparision (Fri)		PE		PE		PE	
Actual Load (MWH)	20053	2.2					
Actual Temperature (Hi/Lo Avg)	88/ 71						
Actual Total Energy	395977	0.7					
Actual Forecast (MWH)	20497						
Temperature Forecast(Hi/Lo Avg)	90/ 70						
Total Energy Forecast	398584						
Previous Comparision (Sat)							
Actual Load (MWH)	19305	0.8	19305	3.2			
Actual Temperature (Hi/Lo Avg)	89/ 72		89/ 72				
Actual Total Energy	382821	-0.1	382821	1.7			
Actual Forecast (MWH)	19457		19921				
Temperature Forecast(Hi/Lo Avg)	90/ 71		89/ 72				
Total Energy Forecast	382484		389202				
Previous Comparision (Sun)							
Actual Load (MWH)	18826	0.8	18826	3.1	18826	0.4	
Actual Temperature (Hi/Lo Avg)	89/ 71		89/ 71		89/ 71		
Actual Total Energy	381821	-1.3	381821	0.6	381821	-1.4	
Actual Forecast (MWH)	18985		19418		18900		
Temperature Forecast(Hi/Lo Avg)	89/ 70		89/ 70		89/ 71		
Total Energy Forecast	376853		384276		376334		
Forecast (Mon)							
Minimum Load (MWH)	12471		12638		12466		12903
Load Forecast (MWH)	20817		20294		20230		20594
Temperature Forecast(Hi/Lo Avg)	90/ 70		89/ 71		89/ 71		89 / 73
Total Energy Forecast	404723		399637		400136		407025
Forecast (Tue)							
Load Forecast (MWH)	20557		20987		20419		20744
Temperature Forecast(Hi/Lo Avg)	90/ 71		91/ 71		89/ 72		89 / 72
Total Energy Forecast	404674		409598		402792		406075
Forecast (Wed)							
Load Forecast (MWH)	21064		21375		20929		20582
Temperature Forecast(Hi/Lo Avg)	91/ 72		91/ 72		91/ 71		90 / 71
Total Energy Forecast	413554		417201		407255		402356

Note:

Prepared at 6:54:57 AM on Monday, Jun 18 2012

**Forecasted Hourly Loads**  
**Prepared on Monday June 18, 2012**  
**Revised Data**

**6:41 AM**

<b>System Temp :</b>		<b>89 73</b>		<b>Monday June 18, 2012</b>				<b>Total Energy:</b>		<b>405241</b>		
	1:00	2:00	3:00	4:00	5:00	6:00	7:00	8:00	9:00	10:00	11:00	12:00
A.M.	14129	13515	13136	12929	#12903#	13681	13911	14603	15458	16451	17478	18410
P.M.	19193	19927	20387	#20594#	20524	20162	19676	19029	18653	18059	16865	15568
<b>System Temp :</b>		<b>89 72</b>		<b>Tuesday June 19, 2012</b>				<b>Total Energy:</b>		<b>408121</b>		
	1:00	2:00	3:00	4:00	5:00	6:00	7:00	8:00	9:00	10:00	11:00	12:00
A.M.	14641	13962	13476	13180	#13108#	13640	13995	14615	15432	16426	17445	18382
P.M.	19191	19989	20501	#20744#	20722	20326	19812	19142	18764	18143	16919	15566
<b>System Temp :</b>		<b>90 71</b>		<b>Wednesday June 20, 2012</b>				<b>Total Energy:</b>		<b>402837</b>		
	1:00	2:00	3:00	4:00	5:00	6:00	7:00	8:00	9:00	10:00	11:00	12:00
A.M.	14470	13815	13333	13039	#12947#	13400	13679	14251	15069	16069	17116	18111
P.M.	18956	19772	20315	#20582#	20544	20187	19658	18950	18493	17911	16726	15444
<b>System Temp :</b>		<b>92 71</b>		<b>Thursday June 21, 2012</b>				<b>Total Energy:</b>		<b>407611</b>		
	1:00	2:00	3:00	4:00	5:00	6:00	7:00	8:00	9:00	10:00	11:00	12:00
A.M.	14430	13760	13272	12971	#12875#	13318	13591	14204	15101	16159	17289	18333
P.M.	19244	20125	20708	#21001#	20957	20592	20037	19363	18905	18322	17161	15893
<b>System Temp :</b>		<b>93 72</b>		<b>Friday June 22, 2012</b>				<b>Total Energy:</b>		<b>414604</b>		
	1:00	2:00	3:00	4:00	5:00	6:00	7:00	8:00	9:00	10:00	11:00	12:00
A.M.	14837	14120	13603	13270	#13150#	13538	13749	14400	15393	16524	17713	18810
P.M.	19756	20603	21154	#21394#	21278	20894	20183	19391	18880	18355	17368	16241
<b>System Temp :</b>		<b>94 73</b>		<b>Saturday June 23, 2012</b>				<b>Total Energy:</b>		<b>407771</b>		
	1:00	2:00	3:00	4:00	5:00	6:00	7:00	8:00	9:00	10:00	11:00	12:00
A.M.	15121	14362	13792	13415	13157	13217	#12893#	13426	14637	15960	17229	18369
P.M.	19321	20075	20600	#20868#	20795	20543	19972	19278	18815	18303	17349	16274
<b>System Temp :</b>		<b>93 73</b>		<b>Sunday June 24, 2012</b>				<b>Total Energy:</b>		<b>399453</b>		
	1:00	2:00	3:00	4:00	5:00	6:00	7:00	8:00	9:00	10:00	11:00	12:00
A.M.	15180	14406	13832	13429	13138	13095	#12676#	13166	14348	15554	16624	17650
P.M.	18632	19424	19980	#20267#	20222	20032	19494	18878	18535	18044	17007	15840

## Forecasted Hourly Temperatures

Prepared on Monday June 18, 2012

Jackson Max Min	Little Rock Max Min	New Orleans Max Min	Baton Rouge Max Min	Lake Charles Max Min	Beaumont Max Min	Houston Max Min
<b>Mon, Jun 18</b>						
<b>System: 89 73</b>						
90 71	91 70	88 77	88 73	87 73	86 75	89 74
<b>Tue, Jun 19</b>						
<b>System: 89 72</b>						
90 68	91 72	89 75	90 71	87 73	86 74	88 74
<b>Wed, Jun 20</b>						
<b>System: 90 71</b>						
92 68	92 71	89 74	90 70	88 73	89 74	89 74
<b>Thu, Jun 21</b>						
<b>System: 92 71</b>						
93 68	94 71	91 75	93 71	89 72	88 72	89 72
<b>Fri, Jun 22</b>						
<b>System: 93 72</b>						
95 71	95 71	91 75	93 72	90 74	90 74	92 73
<b>Sat, Jun 23</b>						
<b>System: 94 73</b>						
95 71	95 72	92 75	94 74	91 75	91 75	93 75
<b>Sun, Jun 24</b>						
<b>System: 93 73</b>						
95 71	94 71	91 76	93 72	90 74	91 75	94 75
<b>Mon, Jun 25</b>						
<b>System: 91 72</b>						
92 70	91 71	90 75	90 73	90 74	91 74	93 73

Morning Report For Tuesday, 06/19/2012						
HH Time: 6/18/2012			HH Price: \$ 2.440			
FUEL NAME	NEXTDAY PRICE	INV OIL PRICE	OIL PRICE	GAS PRICE	GAS - OIL DIFF	DISPATCH COMMENT
WH BLUFF 1 COAL	\$ 1.842					
WH BLUFF 2 COAL	\$ 1.842					
IND 1 COAL	\$ 1.793					
IND 2 COAL	\$ 1.793					
NELSON 6 COAL	\$ 2.429					
LK CATH 1 GAS	\$ 2.542					
LK CATH 2 GAS	\$ 2.541					
LK CATH 3 GAS	\$ 2.540					
LK CATH 4 GAS	\$ 2.540					
COUCH 1 GAS	\$ 2.532					
COUCH 2 GAS	\$ 2.532					
LYNCH 2 GAS	\$ 2.532					
LYNCH 3 GAS	\$ 2.532					
LYNCH 4 OIL	\$ 21.451		\$ 21.451	\$ 2.532	(\$ 18.919)	
MOSES 1 GAS	\$ 2.815					
MOSES 2 GAS	\$ 2.816					
RITCHIE 1 GAS	\$ 2.816					
RITCHIE 1 OIL	\$ 16.726		\$ 16.726	\$ 2.816	(\$ 13.910)	
RITCHIE 3 GAS	\$ 2.817					
RITCHIE 3 OIL	\$ 21.451		\$ 21.451	\$ 2.816	(\$ 18.635)	
BAILEY 1 GAS	\$ 2.940					
BAILEY 1 OIL	\$ 5.000					
MCCL 1 GAS	\$ 2.940					
MCCL 1 OIL	\$ 6.500					
MBLEVALE GAS	\$ 2.533					
L CREEK 1 GAS	\$ 2.347					
L CREEK 2 GAS	\$ 2.347					
SABINE 1 GAS	\$ 2.553					
SABINE 2 GAS	\$ 2.552					
SABINE 3 GAS	\$ 2.552					
SABINE 4 GAS	\$ 2.552					
SABINE 5 GAS	\$ 2.551					
W GLEN 1 GAS	\$ 2.492					
W GLEN 2 GAS	\$ 2.492					
W GLEN 2 OIL	\$ 19.410		\$ 19.410	\$ 2.492	(\$ 16.918)	Gas is more economical
W GLEN 3 GAS	\$ 2.512					
W GLEN 4 GAS	\$ 2.493					
W GLEN 4 OIL	\$ 14.882		\$ 14.882	\$ 2.492	(\$ 12.390)	Gas is more economical
W GLEN 5 GAS	\$ 2.512					
W GLEN 5 OIL	\$ 14.916		\$ 14.916	\$ 2.492	(\$ 12.424)	Gas is more economical
NELSON 3 GAS	\$ 2.432					
NELSON 4 GAS	\$ 2.432					
L GYPSY 1 GAS	\$ 2.436					
L GYPSY 2 GAS	\$ 2.450					
L GYPSY 2 OIL	\$ 20.487		\$ 20.487	\$ 2.436	(\$ 18.051)	Gas is more economical
L GYPSY 3 GAS	\$ 2.453					
NM1 GAS	\$ 2.451					
NM2 GAS	\$ 2.451					
NM2 OIL	\$ 20.485		\$ 20.485	\$ 2.451	(\$ 18.034)	Gas is more economical
NM3 GAS	\$ 2.450					
NM4 GAS	\$ 2.452					
NM4 OIL	\$ 19.874		\$ 19.874	\$ 2.451	(\$ 17.423)	Gas is more economical
NM5 GAS	\$ 2.452					
NM5 OIL	\$ 19.873		\$ 19.873	\$ 2.451	(\$ 17.422)	Gas is more economical

FUEL NAME	NEXTDAY PRICE	INV OIL PRICE	OIL PRICE	GAS PRICE	GAS - OIL DIFF	DISPATCH COMMENT
WATERF 1 GAS	\$ 2.450					
WATERF 1 OIL	\$ 14.823		\$ 14.823	\$ 2.450	(\$ 12.373)	Gas is more economical
WATERF 2 GAS	\$ 2.451					
WATERF 2 OIL	\$ 14.824		\$ 14.824	\$ 2.450	(\$ 12.374)	Gas is more economical
WATERF 4 OIL	\$ 20.438		\$ 20.438	\$ 2.450	(\$ 17.988)	
MICHOUD 1 GAS	\$ 2.622					
MICHOUD 2 GAS	\$ 2.543					
MICHOUD 3 GAS	\$ 2.542					
MICHOUD 3 OIL	\$ 14.829		\$ 14.829	\$ 2.622	(\$ 12.207)	Gas is more economical
STERL 6 GAS	\$ 2.542					
STERL 7 GAS	\$ 2.550					
STERL 7 OIL	\$ 21.117		\$ 21.117	\$ 2.542	(\$ 18.575)	Gas is more economical
BURAS 8 GAS	\$ 2.951					
BURAS 8 OIL	\$ 20.448		\$ 20.448	\$ 2.951	(\$ 17.497)	
GA 1 GAS	\$ 2.484					
GA 1 OIL	\$ 14.883		\$ 14.883	\$ 2.484	(\$ 12.399)	Gas is more economical
BW 1 GAS	\$ 2.487					
BW 1 OIL	\$ 14.749		\$ 14.749	\$ 2.487	(\$ 12.262)	Gas is more economical
BW 2 GAS	\$ 2.488					
BW 2 OIL	\$ 14.750		\$ 14.750	\$ 2.487	(\$ 12.263)	Gas is more economical
DELTA 1 GAS	\$ 2.482					
DELTA 1 OIL	\$ 16.003		\$ 16.003	\$ 2.482	(\$ 13.521)	Gas is more economical
DELTA 2 GAS	\$ 2.482					
DELTA 2 OIL	\$ 16.003		\$ 16.003	\$ 2.482	(\$ 13.521)	Gas is more economical
REX BROWN 1 GAS	\$ 2.491					
REX BROWN 3 GAS	\$ 2.492					
REX BROWN 4 GAS	\$ 2.494					
REX BROWN 5 OIL	\$ 20.234		\$ 20.234	\$ 2.491	(\$ 17.743)	
PERRYVILLE 1 GAS	\$ 2.368					
PERRYVILLE 2 GAS	\$ 2.643					
ATTALA 1 GAS	\$ 2.389					
COTTONWOOD 1 GAS	\$ 2.440					
CARVILLE 1 GAS	\$ 2.756					
CALCASIEU 1 GAS	\$ 2.941					
CALCASIEU 2 GAS	\$ 2.941					
OUACHITA 1 GAS	\$ 2.434					
OUACHITA 2 GAS	\$ 2.434					
OUACHITA 3 GAS	\$ 2.434					
HINDS 1 GAS	\$ 2.590					
HOTSP 1 GAS	\$ 2.930					
PUPP 1 GAS	\$ 2.589					
SANJAC 1 GAS	\$ 2.767					
SANJAC 2 GAS	\$ 2.767					
HARDIN 1 GAS	\$ 2.500					
HARDIN 2 GAS	\$ 2.500					
ACADIA 2 GAS	\$ 2.640					

6/18/12	Tuesday 6/19/12				Wednesday 6/20/12			
	Purchases				Purchases			
	300	600	900	1200	300	600	900	1200
Hour 1	NORTH 19.19	NORTH 18.54	NORTH 18.34	NORTH 17.94	NORTH 18.56	NORTH 18.30	NORTH 17.93	NORTH 16.95
Hour 2	NORTH 17.86	NORTH 17.57	NORTH 16.63	NORTH 16.49	NORTH 17.61	NORTH 16.66	NORTH 16.53	NORTH 16.34
Hour 3	NORTH 16.53	NORTH 16.60	NORTH 16.11	NORTH 15.73	NORTH 16.66	NORTH 16.11	NORTH 15.84	NORTH 0.00
Hour 4	NORTH 16.59	NORTH 15.88	NORTH 15.13	NORTH 0.00	NORTH 15.93	NORTH 15.18	NORTH 0.00	NORTH 0.00
Hour 5	NORTH 16.39	NORTH 15.74	NORTH 15.00	NORTH 0.00	NORTH 15.74	NORTH 15.00	NORTH 0.00	NORTH 0.00
Hour 6	NORTH 16.73	NORTH 16.57	NORTH 16.28	NORTH 15.73	NORTH 16.54	NORTH 16.12	NORTH 15.63	NORTH 0.00
Hour 7	NORTH 16.69	NORTH 16.59	NORTH 16.21	NORTH 0.00	NORTH 16.58	NORTH 15.88	NORTH 0.00	NORTH 0.00
Hour 8	NORTH 18.13	NORTH 17.74	NORTH 16.72	NORTH 16.48	NORTH 17.10	NORTH 16.67	NORTH 16.21	NORTH 15.08
Hour 9	NORTH 17.77	NORTH 16.76	NORTH 16.64	NORTH 15.92	NORTH 17.76	NORTH 16.72	NORTH 16.63	NORTH 15.90
Hour 10	NORTH 18.28	NORTH 17.92	NORTH 16.93	NORTH 16.63	NORTH 18.34	NORTH 17.75	NORTH 16.60	NORTH 16.55
Hour 11	NORTH 20.85	NORTH 19.30	NORTH 18.42	NORTH 18.08	NORTH 20.10	NORTH 20.70	NORTH 19.32	NORTH 18.42
Hour 12	NORTH 21.22	NORTH 20.30	NORTH 20.15	NORTH 20.72	NORTH 21.59	NORTH 21.26	NORTH 20.35	NORTH 20.13
Hour 13	NORTH 21.83	NORTH 21.55	NORTH 20.94	NORTH 20.34	NORTH 22.17	NORTH 22.25	NORTH 21.69	NORTH 21.58
Hour 14	NORTH 22.47	NORTH 22.39	NORTH 22.05	NORTH 21.76	NORTH 22.81	NORTH 22.72	NORTH 22.47	NORTH 22.28
Hour 15	NORTH 22.84	NORTH 22.64	NORTH 22.39	NORTH 22.22	NORTH 23.46	NORTH 23.08	NORTH 22.90	NORTH 22.59
Hour 16	NORTH 23.01	NORTH 22.90	NORTH 22.69	NORTH 22.40	NORTH 24.67	NORTH 23.27	NORTH 22.91	NORTH 22.84
Hour 17	NORTH 23.03	NORTH 22.91	NORTH 22.65	NORTH 22.38	NORTH 24.27	NORTH 23.20	NORTH 22.88	NORTH 22.80
Hour 18	NORTH 22.80	NORTH 22.61	NORTH 22.30	NORTH 22.09	NORTH 23.19	NORTH 22.78	NORTH 22.75	NORTH 22.56
Hour 19	NORTH 22.35	NORTH 22.16	NORTH 21.92	NORTH 21.54	NORTH 22.79	NORTH 22.55	NORTH 22.31	NORTH 22.04
Hour 20	NORTH 21.80	NORTH 21.30	NORTH 20.64	NORTH 20.22	NORTH 22.21	NORTH 22.02	NORTH 21.69	NORTH 21.31
Hour 21	NORTH 21.13	NORTH 21.20	NORTH 20.43	NORTH 20.08	NORTH 21.59	NORTH 20.86	NORTH 21.33	NORTH 20.38
Hour 22	NORTH 20.00	NORTH 20.36	NORTH 19.71	NORTH 18.61	NORTH 21.23	NORTH 20.32	NORTH 20.22	NORTH 20.65
Hour 23	NORTH 20.26	NORTH 18.57	NORTH 18.41	NORTH 18.11	NORTH 20.40	NORTH 20.08	NORTH 20.82	NORTH 19.15
Hour 24	NORTH 20.01	NORTH 18.54	NORTH 18.39	NORTH 18.14	NORTH 18.54	NORTH 18.40	NORTH 18.09	NORTH 17.21
On Pk Avg	NORTH 20.89	NORTH 20.54	NORTH 20.05	NORTH 19.96	NORTH 21.24	NORTH 20.75	NORTH 20.68	NORTH 20.34
Off Pk Avg	NORTH 17.95	NORTH 17.25	NORTH 16.79	NORTH 17.02	NORTH 17.50	NORTH 16.98	NORTH 17.47	NORTH 17.41

WKD

ND Gas (HH) = \$2.44

ND Power = \$31.00 Implied HR = 12.7



Home ▶

## Next Day Station MWH Forecast

**Export Date:** 6/18/2012

**Produced on:** Mon 6/18/2012 8:04:55 AM

**Gas Day Beginning:** Tue, 6/19/2012 9:00 AM

**Gas Day Ending:** Wed, 6/20/2012 9:00 AM

Load

Plant	Fuel Type	Projected Daily
ANO	Nuclear	43872
GrandGulf	Nuclear	11400
Riverbend	Nuclear	20160
Waterford	Nuclear	27816
Fuel Type SubTotal	Nuclear	103248
Independence	Coal	30777
WhiteBluff	Coal	32106
Nelson 6	Coal	12936
Fuel Type SubTotal	Coal	75819
Couch	Gas	0
Lake Catherine	Gas	5940
Lynch	Gas	0
Ouachita	Gas	0
Ritchie	Gas	0
Moses	Gas	0
Ninemile	Gas	15202
Waterford	Gas	0
Little Gypsy	Gas	7530
Sterlington	Gas	0
Perryville	Gas	12244
Michoud	Gas	7316
Baxter Wilson	Gas	11401
G. Andrus	Gas	9118
Rex Brown	Gas	1012
Delta	Gas	0
Attala	Gas	10920

Lewis Creek	Gas	6501
Sabine	Gas	11173
Willow Glen	Gas	7462
Nelson	Gas	5980
Acadia	Gas	11432
Bailey	Gas	0
McClellan	Gas	840
Fuel Type SubTotal	Gas	124071
Mabelvale	Peaker	0
Buras	Peaker	0
San Jacinto	Peaker	0
Hardin	Peaker	0
Fuel Type SubTotal	Peaker	0
PURCHASES		47935
QF		38909
IMBAL / TEST ENERGY		0
Total Sources		389982
SALES		7446
CO-OWNER SALES		1140
LOAD		406116
Total Sinks		414702

Home ▶

## Next Day Station Fuel Burn Forecast

**Export Date:** 6/18/2012

**Produced on:** Mon 6/18/2012 8:05:42 AM

**Gas Day Beginning:** Tue, 6/19/2012 9:00 AM

**Gas Day Ending:** Wed, 6/20/2012 9:00 AM

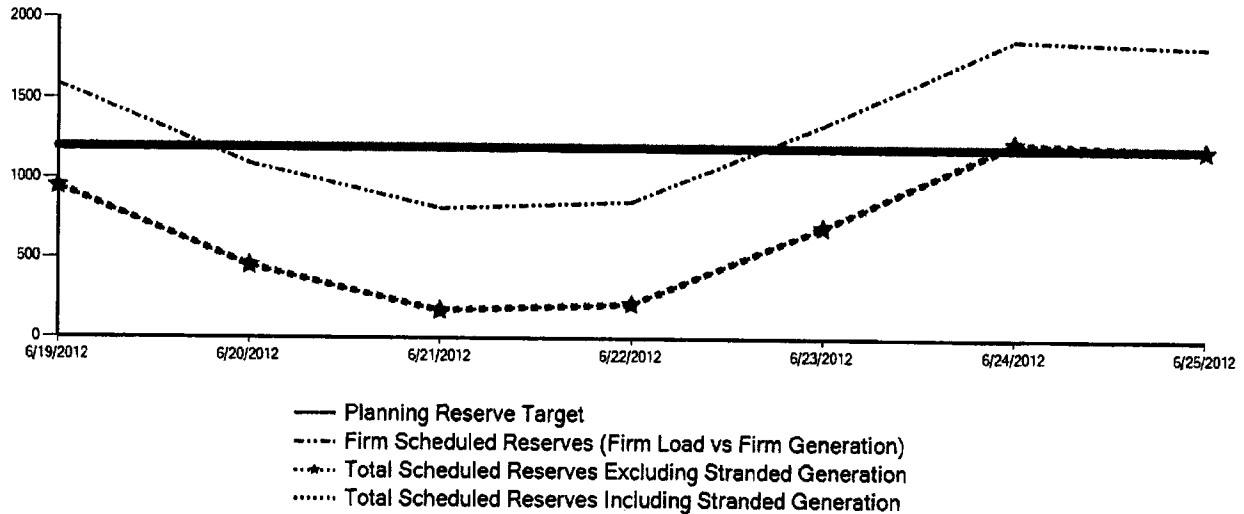
[Load](#)

Name	Company	Fuel Type	Projected Daily	Min Daily	Max Daily
<u>ANO</u>	EAI	Nuclear	987800	493896	493896
<u>GrandGulf</u>	EMI	Nuclear	132846	117888	157776
<u>Riverbend</u>	EGSLA	Nuclear	214128	214128	214128
<u>Waterford</u>	EL LLC	Nuclear	292503	292512	292512
<u>Independence</u>	EAI	Coal	333995	159912	434544
<u>WhiteBluff</u>	EAI	Coal	345553	135528	423024
<u>Nelson 6</u>	EGSLA	Coal	139842	139848	139848
<u>Couch</u>	EAI	Gas	0	0	0
<u>Lake Catherine</u>	EAI	Gas	61833	16776	106896
<u>Lynch</u>	EAI	Gas	0	0	0
<u>Lynch</u>	EAI	Oil	0	0	0
<u>Ouachita</u>	EAI	Gas	0	0	0
<u>Ouachita</u>	EGSLA	Gas	0	0	0
<u>Ritchie</u>	EAI	Gas	0	0	0
<u>Ritchie</u>	EAI	Oil	0	0	0
<u>Moses</u>	EAI	Gas	0	0	0
<u>Ninemile</u>	EL LLC	Gas	165367	115776	278952
<u>Waterford</u>	EL LLC	Gas	0	0	0
<u>Little Gypsy</u>	EL LLC	Gas	83808	73488	141504
<u>Subtotal</u>	None	None	249175	189264	420456
<u>Ninemile</u>	EL LLC	Oil	0	0	0
<u>Waterford</u>	EL LLC	Oil	0	0	0
<u>Little Gypsy</u>	EL LLC	Oil	0	0	0
<u>Sterlington</u>	EL LLC	Gas	0	0	0
<u>Sterlington</u>	EL LLC	Oil	0	0	0
<u>Perryville</u>	EL LLC	Gas	84142	76608	88992
<u>Michoud</u>	ENOI	Gas	77836	59112	111576

<u>Michoud</u>	ENOI	Oil	0	0	0
<u>Baxter Wilson</u>	EMI	Gas	129855	109680	193344
<u>Baxter Wilson</u>	EMI	Oil	0	0	0
<u>G. Andrus</u>	EMI	Gas	94085	58992	139272
<u>Rex Brown</u>	EMI	Gas	13799	13320	18024
<u>G. Andrus</u>	EMI	Oil	0	0	0
<u>Rex Brown</u>	EMI	Oil	0	0	0
<u>Delta</u>	EMI	Gas	0	0	0
<u>Delta</u>	EMI	Oil	0	0	0
<u>Attala</u>	EMI	Gas	76911	76920	76920
<u>Lewis Creek</u>	ETI	Gas	68733	31944	110232
<u>Sabine</u>	ETI	Gas	131867	117432	180072
<u>Willow Glen</u>	EGSLA	Gas	79934	72048	122976
<u>Willow Glen</u>	EGSLA	Oil	0	0	0
<u>Nelson</u>	EGSLA	Gas	73925	61296	108000
<u>Calcasieu</u>	EGSLA	Gas	0	0	0
<u>Mabelvale</u>	EAI	Peaker	0	0	0
<u>Acadia</u>	Acadia	Gas	83531	63648	95832
<u>Buras</u>	EL LLC	Peaker	0	0	0
<u>Bailey</u>	AECC	Gas	0	0	0
<u>Bailey</u>	AECC	Oil	0	0	0
<u>McClellan</u>	AECC	Gas	10128	10128	10128
<u>McClellan</u>	AECC	Oil	0	0	0
<u>San Jacinto</u>	ETEC	Peaker	0	0	0
<u>Hardin</u>	ETEC	Peaker	0	0	0

7 Day Peak Hour View

7 Day Peak Hour View



CCGT					
Unit	Old Status	New Status	Effective Date	Effective HE	Notes
Perryville 1	OFFLINE/RS	ONLINE/RL	6/19/2012	09	
Perryville 1	ONLINE/RL	OFFLINE/RS	6/20/2012	01	
Perryville 1	OFFLINE/RS	ONLINE/RL	6/20/2012	09	
Perryville 1	ONLINE/RL	OFFLINE/RS	6/21/2012	01	
Perryville 1	OFFLINE/RS	ONLINE/RL	6/21/2012	10	
Perryville 1	ONLINE/RL	OFFLINE/RS	6/22/2012	01	
Perryville 1	OFFLINE/RS	ONLINE/RL	6/22/2012	10	
Perryville 1	ONLINE/RL	OFFLINE/RS	6/23/2012	01	
Perryville 1	OFFLINE/RS	ONLINE/RL	6/23/2012	10	

Coal					
Unit	Old Status	New Status	Effective Date	Effective HE	Notes
Wh Bluff 2	ONLINE/RL	TEST/DESLAG	6/19/2012	07	
Wh Bluff 2	TEST/DESLAG	ONLINE/RL	6/19/2012	21	
Wh Bluff 2	ONLINE/RL	TEST/DESLAG	6/20/2012	07	
Wh Bluff 2	TEST/DESLAG	ONLINE/RL	6/20/2012	21	

Gas&Oil					
Unit	Old Status	New Status	Effective Date	Effective HE	Notes
G. Andrus	ONLINE/RL	TEST/DESLAG	6/19/2012	13	
G. Andrus	TEST/DESLAG	ONLINE/RL	6/19/2012	21	
Lk Cathr 4	ONLINE/RL	OFFLINE/RS	6/23/2012	01	Repair boiler tube leak
Lt Gypsy 1	ONLINE/RL	TEST/DESLAG	6/19/2012	13	
Lt Gypsy 1	TEST/DESLAG	ONLINE/RL	6/19/2012	16	
Waterfrd 2	OFFLINE/RS	ONLINE/RL	6/22/2012	01	
Willow Glen 2	ONLINE/RL	TEST/DESLAG	6/21/2012	09	
Willow Glen 2	TEST/DESLAG	ONLINE/RL	6/21/2012	12	
Willow Glen 4	ONLINE/RL	TEST/DESLAG	6/21/2012	16	
Willow Glen 4	TEST/DESLAG	ONLINE/RL	6/21/2012	19	

Nuclear					
Unit	Old Status	New Status	Effective Date	Effective HE	Notes
Waterfrd 3	TEST/DESLAG	ONLINE/RL	6/19/2012	07	

Power Contract					
Unit	Old Status	New Status	Effective Date	Effective HE	Notes
Carville B	OFFLINE/RS	ONLINE/RL	6/19/2012	11	
Carville B	ONLINE/RL	OFFLINE/RS	6/19/2012	24	
Carville B	OFFLINE/RS	ONLINE/RL	6/20/2012	10	
Carville B	ONLINE/RL	OFFLINE/RS	6/20/2012	23	
Carville B	OFFLINE/RS	ONLINE/RL	6/21/2012	10	
Carville B	ONLINE/RL	OFFLINE/RS	6/21/2012	23	
Carville B	OFFLINE/RS	ONLINE/RL	6/22/2012	10	
Carville B	ONLINE/RL	OFFLINE/RS	6/22/2012	23	

7 Day Peak Hour View

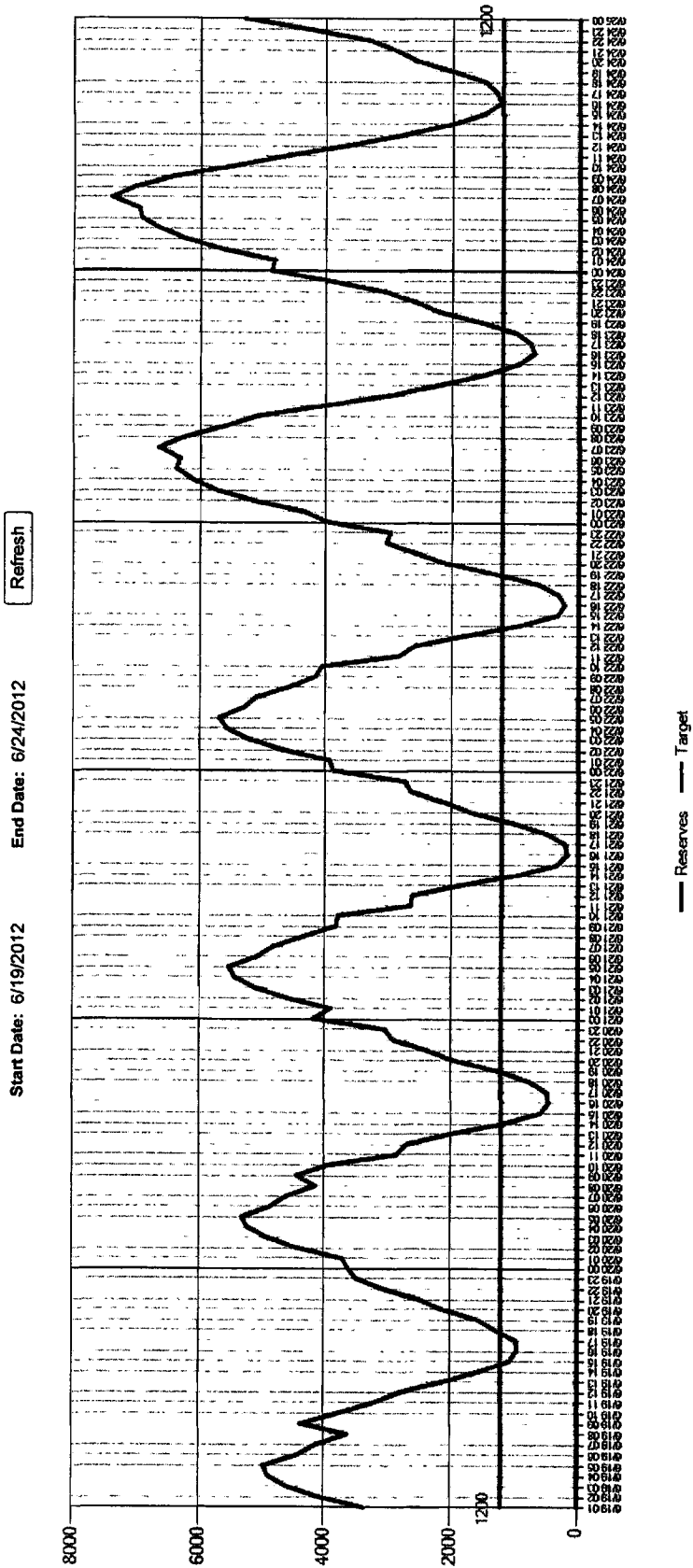
Carville B	OFFLINE/RS	ONLINE/RL	6/23/2012	11	
Carville B	ONLINE/RL	OFFLINE/RS	6/24/2012	01	
Carville B	OFFLINE/RS	ONLINE/RL	6/24/2012	11	
Carville C	OFFLINE/RS	ONLINE/RL	6/19/2012	15	
Carville C	ONLINE/RL	OFFLINE/RS	6/19/2012	18	
Frontier ND/CD	OFFLINE/RS	ONLINE/RL	6/19/2012	09	
Frontier ND/CD	ONLINE/RL	OFFLINE/RS	6/19/2012	24	
Frontier ND/CD	OFFLINE/RS	ONLINE/RL	6/20/2012	10	
Frontier ND/CD	ONLINE/RL	OFFLINE/RS	6/21/2012	01	
Frontier ND/CD	OFFLINE/RS	ONLINE/RL	6/21/2012	10	
Frontier ND/CD	ONLINE/RL	OFFLINE/RS	6/22/2012	01	
Frontier ND/CD	OFFLINE/RS	ONLINE/RL	6/22/2012	10	
Frontier ND/CD	ONLINE/RL	OFFLINE/RS	6/23/2012	01	
Frontier ND/CD	OFFLINE/RS	ONLINE/RL	6/23/2012	10	
Frontier ND/CD	ONLINE/RL	OFFLINE/RS	6/24/2012	01	
Frontier ND/CD	OFFLINE/RS	ONLINE/RL	6/24/2012	10	
Frontier ND/CD 2	OFFLINE/RS	ONLINE/RL	6/19/2012	10	
Frontier ND/CD 2	ONLINE/RL	OFFLINE/RS	6/19/2012	23	
Frontier ND/CD 2	OFFLINE/RS	ONLINE/RL	6/20/2012	10	
Frontier ND/CD 2	ONLINE/RL	OFFLINE/RS	6/21/2012	01	
Frontier ND/CD 2	OFFLINE/RS	ONLINE/RL	6/21/2012	10	
Frontier ND/CD 2	ONLINE/RL	OFFLINE/RS	6/22/2012	01	
Frontier ND/CD 2	OFFLINE/RS	ONLINE/RL	6/22/2012	10	
Frontier ND/CD 2	ONLINE/RL	OFFLINE/RS	6/23/2012	01	
Frontier ND/CD 2	OFFLINE/RS	ONLINE/RL	6/23/2012	10	
Frontier ND/CD 2	ONLINE/RL	OFFLINE/RS	6/24/2012	01	
Frontier ND/CD 2	OFFLINE/RS	ONLINE/RL	6/24/2012	10	
OXY B (ND Only)	OFFLINE/RS	ONLINE/RL	6/19/2012	11	
OXY B (ND Only)	ONLINE/RL	OFFLINE/RS	6/19/2012	23	
OXY B (ND Only)	OFFLINE/RS	ONLINE/RL	6/20/2012	12	
OXY B (ND Only)	ONLINE/RL	OFFLINE/RS	6/20/2012	23	
OXY B (ND Only)	OFFLINE/RS	ONLINE/RL	6/21/2012	12	
OXY B (ND Only)	ONLINE/RL	OFFLINE/RS	6/21/2012	23	
OXY B (ND Only)	OFFLINE/RS	ONLINE/RL	6/22/2012	12	
OXY B (ND Only)	ONLINE/RL	OFFLINE/RS	6/22/2012	23	
Oxy C (ND/CD)	OFFLINE/RS	ONLINE/RL	6/20/2012	14	
Oxy C (ND/CD)	ONLINE/RL	OFFLINE/RS	6/20/2012	18	
Oxy C (ND/CD)	OFFLINE/RS	ONLINE/RL	6/21/2012	14	
Oxy C (ND/CD)	ONLINE/RL	OFFLINE/RS	6/21/2012	18	
Oxy C (ND/CD)	OFFLINE/RS	ONLINE/RL	6/22/2012	14	
Oxy C (ND/CD)	ONLINE/RL	OFFLINE/RS	6/22/2012	18	

WPP					
Unit	Old Status	New Status	Effective Date	Effective HE	Notes
WPP NRG P090538D CW	OFFLINE/MO	ONLINE/RL	6/19/2012	09	
WPP NRG P090538D CW	ONLINE/RL	OFFLINE/MO	6/19/2012	24	
WPP NRG P090538D CW	OFFLINE/MO	OFFLINE/RS	6/20/2012	01	
WPP NRG P090538D CW	OFFLINE/RS	ONLINE/RL	6/20/2012	12	
WPP NRG P090538D CW	ONLINE/RL	OFFLINE/RS	6/20/2012	23	
WPP NRG P090538D CW	OFFLINE/RS	ONLINE/RL	6/21/2012	12	
WPP NRG P090538D CW	ONLINE/RL	OFFLINE/RS	6/21/2012	23	
WPP NRG P090538D CW	OFFLINE/RS	ONLINE/RL	6/22/2012	12	
WPP NRG P090538D CW	ONLINE/RL	OFFLINE/RS	6/22/2012	23	
WPP NRG P090538D CW	OFFLINE/RS	OFFLINE/MO	6/23/2012	01	

Plan Notes				
Plan Date	Hour Ending	Unit	Notes	
6/19/2012	1	Degray 1	RTS unknown for 2012	
6/19/2012	1	Ninemile 1	Effective 10/07/11 no oil burn capability at Ninemile station until 06/01/2012	
6/19/2012	1	Lk Cathr 3	Possible Generator ground	
6/19/2012	1	Lynch 3	Unavailable July 1st for environmental restrictions.	
6/19/2012	1	Degray 2	Oil Leak	
6/19/2012	1	Waterfrd 1	Turbine bearing damage due oil fire	
6/19/2012	1	Acadia Station	RTC until further notice	
6/19/2012	1	Lt Gypsy 2	PO estimated RTS 7/22	
6/23/2012	1	Degray 2	Transformer leak	
6/23/2012	1	Lk Cathr 4	Repair boiler tube leak	
7/9/2012	1	Bailey 1	RRR 20120605_081042	
7/23/2012	1	Sanjac 1	RATA test run on July 24th and 24th	
7/23/2012	1	Sanjac 2	RATA test run 07/24 & 07/25	

Import Limit Changes			Export Limit Changes		

## Next Day Hourly Reserve Profile



6/17/2012 9:27:48 AM

## Load and Capability

Source	Region	Seasonal Rating	Mon - 06/18/2012	Tue - 06/19/2012	Wed - 06/20/2012	Thu - 06/21/2012	Fri - 06/22/2012	Sat - 06/23/2012	Sun - 06/24/2012
			Rating Status Derate	Rating Status Derate	Rating Status Derate	Rating Status Derate	Rating Status Derate	Rating Status Derate	Rating Status Derate
ANO 1	NORTH	Max 836 Min 836 Notes	836 ONLINE/RL No	836 ONLINE/RL No	836 ONLINE/RL No	836 ONLINE/RL No	836 ONLINE/RL No	836 ONLINE/RL No	836 ONLINE/RL No
ANO 2	NORTH	Max 836 Min 836 Notes	836 ONLINE/RL No	836 ONLINE/RL No	836 ONLINE/RL No	836 ONLINE/RL No	836 ONLINE/RL No	836 ONLINE/RL No	836 ONLINE/RL No
Gr. Gulf 1	CENTRAL	Max 1201 Min 164 Notes	164 ONLINE/RL No	400 ONLINE/RL No	600 ONLINE/RL No	800 ONLINE/RL No	1201 ONLINE/RL No	1201 ONLINE/RL No	1201 ONLINE/RL No
Waterford 3	SOUTH	Max 1159 Min 1159 Notes	1159 ONLINE/RL No	1159 ONLINE/RL No	1159 ONLINE/RL No	1159 ONLINE/RL No	1159 ONLINE/RL No	1159 ONLINE/RL No	1159 ONLINE/RL No
Wh Bluff 2	NORTH	Max 844 Min 220 Notes	844 TEST/DES/SLAG No	844 TEST/DES/SLAG No	844 TEST/DES/SLAG No	844 ONLINE/RL No	844 ONLINE/RL No	844 ONLINE/RL No	844 ONLINE/RL No
Indepn 2	NORTH	Max 842 Min 220 Notes	842 ONLINE/RL No	842 ONLINE/RL No	842 ONLINE/RL No	842 ONLINE/RL No	842 ONLINE/RL No	842 ONLINE/RL No	842 ONLINE/RL No
Lk Cathr 3	NORTH	Max 20 Min 20 Notes	20 OFFLINE/NO Possible Generator ground	20 OFFLINE/NO Possible Generator ground	20 OFFLINE/NO Possible Generator ground	20 OFFLINE/NO Possible Generator ground	20 OFFLINE/NO Possible Generator ground	20 OFFLINE/NO Possible Generator ground	20 OFFLINE/NO Possible Generator ground
Couch 1	NORTH	Max 0 Min 0 Notes	0 OFFLINE/NO	0 OFFLINE/NO	0 OFFLINE/NO	0 OFFLINE/NO	0 OFFLINE/NO	0 OFFLINE/NO	0 OFFLINE/NO
Lynch 4	NORTH	Max 5 Min 5 Notes	5 OFFLINE/RS No	5 OFFLINE/RS No	5 OFFLINE/RS No	5 OFFLINE/RS No	5 OFFLINE/RS No	5 OFFLINE/RS No	5 OFFLINE/RS No
Ritchie 3	NORTH	Max 0 Min 0 Notes	0 EXTENDED RESERVE SHUTDOWN No	0 EXTENDED RESERVE SHUTDOWN No	0 EXTENDED RESERVE SHUTDOWN No	0 EXTENDED RESERVE SHUTDOWN No	0 EXTENDED RESERVE SHUTDOWN No	0 EXTENDED RESERVE SHUTDOWN No	0 EXTENDED RESERVE SHUTDOWN No
Remmel 2	NORTH	Max 3 Min 0 Notes	3 OFFLINE/RS No	3 OFFLINE/RS No	3 OFFLINE/RS No	3 OFFLINE/RS No	3 OFFLINE/RS No	3 OFFLINE/RS No	3 OFFLINE/RS No



<http://emo.tx.energy.com/lcreports/LoadAndCapability.aspx>

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<http://emo.tx.energy.com/lcreports/LoadAndCapability.aspx>

6/18/2012



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<http://emo.tx.energy.com/lcreports/LoadAndCapability.aspx>

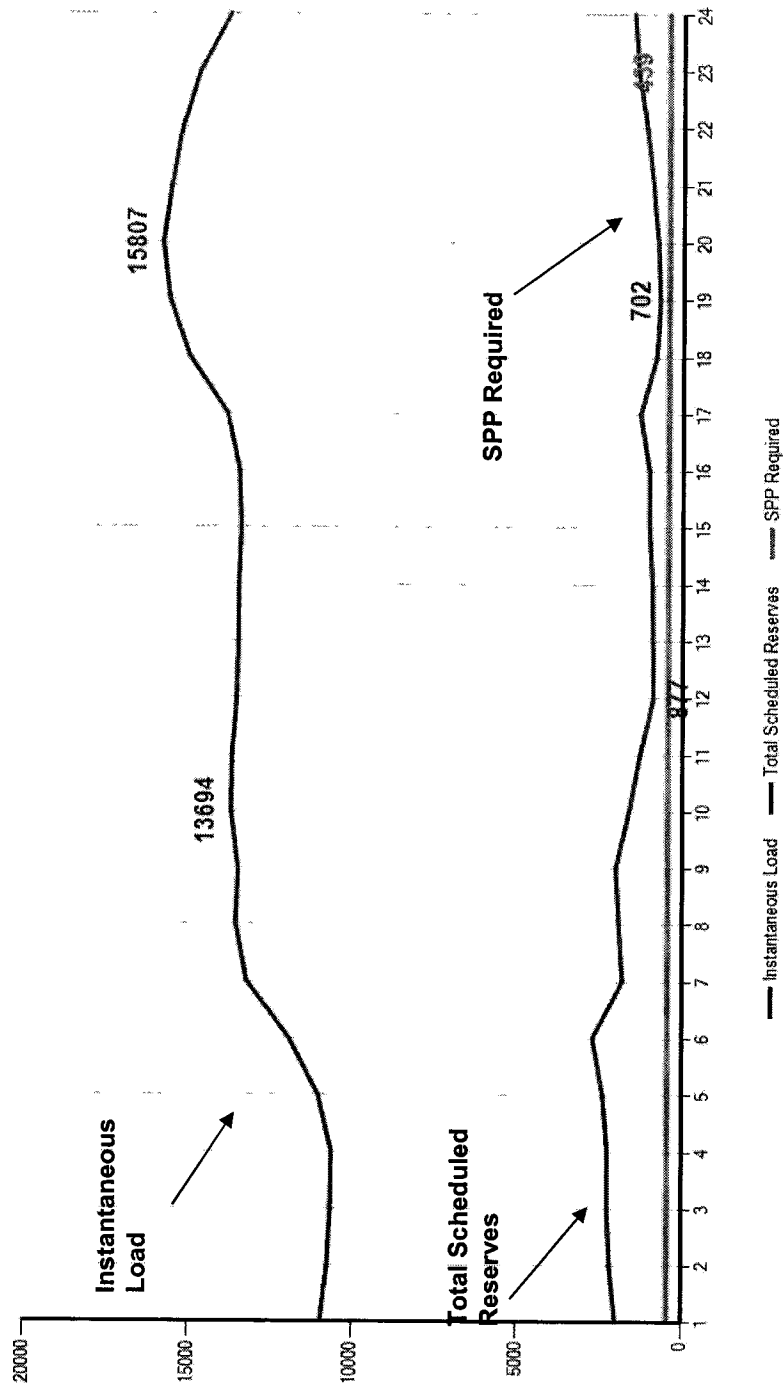
Load and Capability							Page 7 of 7
Total Generation:	30721	19715	19343	19439	19952	20572	20658
							20632

Status	MW
EXTENDED RESERVE SHUTDOWN	40
OFFLINE/MO	500
OFFLINE/PO	956
OFFLINE/UO	577
OFFLINE/RS	4605
ONLINE/RL	17823
TEST/DESLAG	844
ONLINE/UD	10
ONLINE/MD	139
ONLINE/PD	20
ONLINE/HYDRO	142
MW's Unavailable	2242
Total MW's Off	6847
6/18/2012 7:16:45 AM	

6/18/2012

<http://emo.tx.entergy.com/lcreports/LoadAndCapability.aspx>

# Example: System Hourly Load and Reserve Margin



# Example: System Incremental Cost Transaction Grid

Study Name	1500MW MW 1500	1200MW MW 1200	900MW MW 900	600MW MW 600	300MW MW 300
HE					
12:00:00 AM	0	0	0	0	0
1:00:00 AM	0	0	0	0	0
2:00:00 AM	0	0	0	0	0
3:00:00 AM	0	0	0	0	0
4:00:00 AM	0	0	0	0	0
5:00:00 AM	0	0	0	0	0
6:00:00 AM	0	0	0	0	0
7:00:00 AM	0	0	0	0	0
8:00:00 AM	0	0	0	0	0
9:00:00 AM	0	0	0	0	0
10:00:00 AM	0	0	0	0	0
11:00:00 AM	0	0	0	0	0
12:00:00 PM	0	0	0	0	0
1:00:00 PM	14.62	15.13	16.52	25.32	37.17
2:00:00 PM	14.54	15.03	16.5	24.06	36.21
3:00:00 PM	14.91	15.62	16.66	30.51	41.18
4:00:00 PM	14.5	15.03	16.41	23.23	35.46
5:00:00 PM	18	31.69	42.43	44.59	44.91
6:00:00 PM	29.04	40.18	44.4	45.09	45.49
7:00:00 PM	15.96	19.07	32.44	43.1	44.18
8:00:00 PM	15.59	16.52	30.28	40.97	44.6
9:00:00 PM	14.65	14.76	15.56	16.52	29.04
10:00:00 PM	14.38	15.03	15.29	16.52	27.02
11:00:00 PM	15.73	16.93	34.4	43.31	44.6
12:00:00 AM	15.05	16.29	23.8	42.37	47.01



## Example: Amite South Projected Gas Burn

HE	NM/LG/WF	WF1 oil	WF2 oil
0:00:00	265	232	232
1:00:00	265	232	232
2:00:00	266	232	232
3:00:00	265	232	232
4:00:00	265	232	232
5:00:00	265	232	232
6:00:00	297	247	247
7:00:00	264	232	232
8:00:00	264	232	232
9:00:00	264	232	232
10:00:00	264	232	232
11:00:00	264	232	232
12:00:00	355	323	323
13:00:00	287	255	255
14:00:00	264	232	232
15:00:00	264	232	232
16:00:00	287	255	255
17:00:00	689	582	582
18:00:00	805	697	697
19:00:00	827	719	719
20:00:00	766	658	658
21:00:00	499	429	429
22:00:00	367	353	353
23:00:00	309	277	277
0:00:00	725	656	656
1:00:00	687	579	579
2:00:00	763	656	656
3:00:00	839	732	732
4:00:00	955	847	847
5:00:00	987	879	879
6:00:00	1604	1382	1382
7:00:00	1642	1420	1420
8:00:00	1453	1307	1307

## Example: Unit Commitment and Run Time Projections

HE	ATA CC Station		Quachita_1		Quachita_2		Quachita_3		Caville_B		Calcasieu_1		Calcasieu_2		Sanjac_1		Sanjac_2	
	Generation	All	Generation	All	Generation	All	Generation	All	Generation	All	Generation	All	Generation	All	Generation	All	Generation	All
1 00 00 AM	186	1	166	1	165	1	165	1	240	1	1	1	1	1	1	1	1	1
2 00 00 AM	154		165		165		165		240									
3 00 00 AM	154		37		165		165		240									
4 00 00 AM	154				166		165		240									
5 00 00 AM	154				165		165		240									
6 00 00 AM	154				165		165		240									
7 00 00 AM	206				200		200		240									
8 00 00 AM	198				210		210		240									
9 00 00 AM	150				165		165		240									
10 00 00 AM	230				225		225		240									
11 00 00 AM	150		150		165		165		240									
12 00 00 PM	230		230		230		230		240									
1 00 00 PM	230		230		230		230		240									
2 00 00 PM	230		230		230		230		240									
3 00 00 PM	230		225		225		225		240									
4 00 00 PM	230		230		227		227		240									
5 00 00 PM	230		230		230		230		240									
6 00 00 PM	230		230		230		230		240									
7 00 00 PM	230		230		15		15		240									
8 00 00 PM	230		230		35		35		240		60		60		73		73	
9 00 00 PM	230		230		55		55		240		60		60		73		73	
10 00 00 PM	230		230		55		55		240		60		60		73		73	
11 00 00 PM	230		230		55		55		240									
12 00 00 AM	230		230		55		55		240									
1 00 00 AM	230		230		255		255		240									
2 00 00 AM	230		230		255		255		240									
3 00 00 AM	230		230		255		255		240									
4 00 00 AM	230		230		268		268		240									
5 00 00 AM	230		230		268		268		240									
6 00 00 AM	230		230		268		268		240									
7 00 00 AM	230		230		268		268		240									
8 00 00 AM	230		230		268		268		240									
9 00 00 AM	230		230		268		268		240									

## **Transmission Constraints Affecting Entergy Unit Commitment And Dispatch, July 2011 – March 2013**

The following is a list of the main system transmission constraints that impacted unit commitment during the period July 2011 to March 2013, reasons for the constraints, and their application terms.

In general, the System is operated for worst first contingency -- i.e., upon outage of any transmission line, generator, or transformer all bus voltages and transmission line loading remain within Entergy Planning Criteria without dispatcher action. These constraints can vary considerably. Among the greatest typical contributors are: load magnitude, load distribution, native unit commitment, neighboring utility unit commitment, native generation dispatch, neighboring utility generation dispatch, power transfer between Entergy and other utilities, power transfer between external utilities, planned and unplanned generator outages, and planned and unplanned transmission facility outages.

### **EAI**

1. Sufficient generation should be committed south of El Dorado, Arkansas to limit the total flow on the Sheridan-El Dorado EHV and Sheridan-Hot Springs EHV 500kV lines to 2050 MW, due to possible overloading during contingencies. The amount of generation required will vary with system conditions.

### **EMI**

2. Rex Brown #4 unit should be committed any time the Entergy-Mississippi load is expected to exceed 3200 MW. If Rex Brown 4 is not available, Unit 3 should be committed.

### **ELL/ENOI**

3. Amite South Import is usually maintained below 2950 MW due to potential line loading problems during contingencies. (applies seasonally)
4. Two of the following three units should be committed due to thermal problems during contingencies:
  - Ninemile 4
  - Ninemile 5
  - Michoud 3

**EGSI/EGSL/ETI**

5. West of the Atchafalaya Basin ("WOTAB") Import is usually maintained below 1440 MW due to potential line loading problems during contingencies. (applies seasonally)
6. At least two of the following four units should be committed due to potential line loading and voltage problems in Lake Charles area during contingencies:
  - Nelson 4
  - Nelson 6
  - Sabine 4
  - Sabine 5

Also, three of the four units are needed for voltage support during summer and winter peak seasons.

7. Sabine 4 or 5 (on 230 kV bus) must be committed due to voltage problems. Furthermore, a minimum of three Sabine units are required to be committed for voltage support problems. This includes two Sabine 138 kV units and one 230 kV unit.
8. A minimum of one unit at Lewis Creek must be committed at all times due to voltage support. Furthermore, Lewis Creek 1 and 2 must be committed during summer for voltage support.

DOCKET NO. 41791

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

DIRECT TESTIMONY

OF

JENNIFER A. RAEDER

ON BEHALF OF

ENTERGY TEXAS, INC.

SEPTEMBER 2013

ENTERGY TEXAS, INC.  
DIRECT TESTIMONY OF JENNIFER A. RAEDER  
2013 RATE CASE

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## EXHIBITS

JAR-1	Annual Incentive Plan Summaries
JAR-2	Equity Ownership Plan
JAR-3	Performance Unit Program Summaries
JAR-4	Incentive Compensation Allocation — Cost Control, Financial, Operational, Safety <b>(Highly Sensitive)</b>
JAR-5	Towers Watson 2011 BenVal Report <b>(Highly Sensitive)</b>
JAR-6	Paid Time Off Policies
JAR-7	Affiliate Families and Functions/Functions and Classes
JAR-8	Training Programs and Courses
JAR-9	Educational Assistance Program Policy
JAR-10	Saratoga Institute 2012 HR Staffing and Expenditures Comparison
JAR-A	Affiliate Billings by Class and by Department
JAR-B	Affiliate Billings by Class and by Project Code
JAR-C	Affiliate Billings by Class, by Department, and by Project Code
JAR-D	Pro Forma Adjustments to Affiliate Billings



1 I. WITNESS IDENTIFICATION AND QUALIFICATIONS

2 Q1. PLEASE STATE YOUR NAME, BUSINESS ADDRESS, EMPLOYER AND  
3 JOB TITLE.

4 A. My name is Jennifer A. Raeder. My business address is 639 Loyola  
5 Avenue, New Orleans, Louisiana 70113. I am employed by Entergy  
6 Services, Inc. ("ESI")<sup>1</sup> as Director, Human Resources - Total Rewards.

7

8 Q2. ON WHOSE BEHALF ARE YOU TESTIFYING?

9 A. I am testifying on behalf of Entergy Texas, Inc. ("ETI" or the "Company").

10

11 Q3. PLEASE DESCRIBE YOUR EDUCATIONAL BACKGROUND AND  
12 PROFESSIONAL WORK EXPERIENCE.

13 A. I earned Bachelor's Degrees in Psychology and Anthropology from the  
14 University of California, Berkeley and a Master's and Ph.D. in  
15 Industrial/Organizational Psychology from the University of Maryland,  
16 College Park. I have held my current position, since January 2012. Prior  
17 to my current position, I had been Director of Human Resources ("HR") –  
18 Utility Operations since April 2006. I joined ESI in 1995 in the Leadership  
19 Development Department and have held a number of leadership roles in  
20 Human Resources including Director of Employee Development, Director

21

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<sup>1</sup> ESI is a subsidiary of Entergy Corporation that provides technical and administrative services to all the Entergy Operating Companies ("EOCs").

1 of HR, Fossil Operations and Transmission, and Personnel Manager for  
2 London Electricity, an Entergy subsidiary at that time. Prior to joining ESI,  
3 I was employed as a consultant by Organizational and Personnel  
4 Research in the Washington D.C. area. I also served as a reviewer for the  
5 American Journal of Community Psychology.

6

7 Q4. PLEASE DESCRIBE YOUR CURRENT RESPONSIBILITIES AND YOUR  
8 DEPARTMENT.

9 A. I am responsible for the design, development, and administration of  
10 various compensation and benefits programs for ESI and the EOCs.<sup>2</sup>

11

12 II. PURPOSE AND ORGANIZATION OF TESTIMONY

13 Q5. WHAT IS THE PURPOSE OF YOUR TESTIMONY?

14 A. First, I describe the compensation, benefits, and other HR labor-related  
15 costs incurred by ESI and ETI and the other EOCs that provide services to  
16 ETI. I show how these programs are designed and managed to produce  
17 reasonable, market-competitive compensation and benefits programs.

18 Second, I describe the costs of the HR Class of affiliate services  
19 and demonstrate that the costs are reasonable and necessary.

---

<sup>2</sup> The EOCs are ETI; Entergy Arkansas, Inc.; Entergy Gulf States Louisiana, L.L.C.; Entergy Louisiana, LLC; Entergy Mississippi, Inc.; and Entergy New Orleans, Inc.

1 Q6. WHY ARE YOU QUALIFIED TO ADDRESS THESE ISSUES AND TO  
2 PROVIDE THIS TESTIMONY?

3 A. My job responsibilities, professional experience, and familiarity with the  
4 human resources department provide the knowledge, training and  
5 experience needed to cover the scope of subjects I address in my  
6 testimony.

7

8 Q7. DO YOU SPONSOR ANY EXHIBITS?

9 A. The list of exhibits to my testimony is contained in the table of contents.  
10

11 Q8. DO YOU SPONSOR OR CO-SPONSOR ANY SCHEDULES IN THE  
12 RATE FILING PACKAGE ("RFP") THAT ETI HAS FILED IN THIS  
13 DOCKET?

14 A. Yes, I sponsor Schedules G-1.5, G-2, and G-2.3. I co-sponsor Schedules  
15 G-1.6 and G-2.1 with Company witness Michael P. Considine.

16

17 III. RELATIONSHIP BETWEEN THIS TESTIMONY REGARDING  
18 COMPENSATION AND BENEFITS COSTS AND THE  
19 TESTIMONY OF ETI'S OTHER WITNESSES

20 Q9. WHAT IS THE RELATIONSHIP BETWEEN YOUR TESTIMONY  
21 REGARDING COMPENSATION AND BENEFITS COSTS AND THE  
22 TESTIMONY OF ETI'S OTHER WITNESSES?

23 A. Various ETI witnesses support the Test Year (April 2012 through March  
24 2013) costs that contain internal labor dollars (e.g., ESI employee labor or

1 ETI employee labor) from the perspective of whether the level and types  
2 of activities for various utility and utility support functions are reasonable  
3 and necessary. My testimony demonstrates that the underlying  
4 compensation and benefits costs associated with these activities are the  
5 product of reasonable and necessary compensation and benefits  
6 programs that are designed and managed to yield reasonable costs.  
7

8 IV. COMPENSATION AND BENEFITS PROGRAMS

9 A. The Entergy Companies' Objective in Designing Compensation and  
10 Benefits Programs

11 Q10. PLEASE DESCRIBE THE ENTERGY COMPANIES' OVERALL  
12 OBJECTIVE IN DESIGNING THE COMPENSATION AND BENEFITS IT  
13 PROVIDES.

14 A. The Entergy Companies<sup>3</sup> must compete with other companies for talent  
15 based upon the total package of compensation and benefits each offers.  
16 In order to attract and retain highly qualified employees, the Entergy  
17 Companies provide a total package of compensation and benefits that is  
18 equivalent in scope and cost with what other comparable companies  
19 within the utility business and other industries provide for their employees.  
20 Although individual components within the total package of compensation

---

<sup>3</sup> I use the name "the Entergy Companies" to mean Entergy Corporation and its subsidiaries including ESI, ETI, and the other EOCs. Each of these subsidiaries is a separate legal entity. All of the Entergy Companies employ the same approach to compensation and benefits that I describe in this testimony.

1 and benefits programs may be above or below the market for which they  
2 compete for talent, the Entergy Companies' overall total compensation  
3 and benefits package is comparable with industry medians. While  
4 particular companies may place different levels of emphasis on individual  
5 components of compensation and benefits, the appropriate comparisons  
6 among similar companies should be based upon the total costs of the  
7 companies' benefits and compensation programs.

8

9 B. Compensation Programs

10 1. The Entergy Companies' Approach to Compensation

11 Q11. WHAT FUNDAMENTAL PRINCIPLES GUIDE THE ENTERGY  
12 COMPANIES' COMPENSATION PROGRAMS?

13 A. The Entergy Companies offer reasonable, competitive pay packages that  
14 are not only tied to each company's performance but also to individual  
15 employee performance. Employees are compensated through a  
16 combination of base pay and variable pay programs (e.g., annual  
17 incentive compensation). The Entergy Companies' total annual  
18 compensation (i.e., base pay plus annual incentive payments) across all  
19 job classifications is designed to be at market median.

1 Q12. WHAT DOES IT MEAN THAT THE ENTERGY COMPANIES' TOTAL  
2 ANNUAL COMPENSATION IS AT MARKET MEDIAN?

3 A. It means that the total annual compensation is approximately within a  
4 reasonable range of the mid-point of the market based upon nationally  
5 recognized compensation surveys in which the Entergy Companies  
6 participate. By mid-point of the market, I mean the point at which half the  
7 companies in the surveys pay total annual compensation that exceeds the  
8 Entergy Companies' total annual compensation and half the companies in  
9 the surveys pay less total annual compensation than do the Entergy  
10 Companies. As a reasonable range of the mid-point, the Entergy  
11 Companies seek to provide compensation that is within +/- 15% of the  
12 mid-point of the market. Until recently, the focus had been on a range of  
13 +/- 10% of the mid-point of the market, but compensation consultants and  
14 surveys have encouraged the Entergy Companies to look at +/- 15% as a  
15 reasonable range of the mid-point to allow for more flexibility on a case by  
16 case basis.

17 The Entergy Companies apply this design philosophy to base salary  
18 as well as incentive compensation programs (both annual and long-term),  
19 which I will discuss later in my testimony. In this way, the Entergy  
20 Companies intentionally design their compensation levels to pay the  
21 market median level of compensation if their employees meet the  
22 performance targets that are established. Of course, in any given year,  
23 the actual level of compensation under the incentive compensation

1 programs may be above or below the market median, but that differential  
2 occurs solely due to actual performance versus the targets.

3

4 Q13. WHAT IS THE RELEVANCE OF HOW THE ENTERGY COMPANIES'  
5 COMPENSATION REGIME COMPARES TO THAT OF OTHER  
6 UTILITIES AND THE MARKET?

7 A. In the long run, customers benefit from having a utility that is able to offer  
8 and does offer competitive compensation that attracts and keeps qualified  
9 people. If the Entergy Companies offered substantially below market  
10 compensation, then over time the quality of management and other  
11 personnel would decline. As a consequence, so would service to  
12 customers.

13

14 Q14. HOW DO YOU ENSURE THAT THE COMPENSATION PROGRAMS  
15 TARGET THE MARKET MEDIAN?

16 A. A nationally recognized external independent compensation consultant,  
17 Pay Governance LLC, has been engaged to evaluate and assess the  
18 compensation programs. The consultant offers subject matter expertise  
19 with respect to analyzing market survey data, assessing current market  
20 conditions, reviewing the prevalence of compensation elements and  
21 evaluating market trends in executive compensation.

22 The consultant provides compensation information to help ensure  
23 that all the Entergy Companies, including ETI and ESI, provide

competitive compensation packages to attract, retain, motivate, and reward employees who can contribute to long-term operational and financial success.

Moreover, the Entergy Companies use numerous nationally recognized third-party surveys to evaluate compensation levels. These surveys provide data to ensure the competitiveness and reasonableness of pay practices. The list of recent surveys used by the Entergy Companies is shown below:

**Table 1**

***Third-Party Surveys Used by the Entergy Companies' Compensation Department in Analyzing Pay Data***

<b>Publisher Name</b>	<b>Survey</b>
American Gas Association	American Gas Association, 2011
EAPDIS	Energy Technical Craft Clerical, 2012
Aon Hewitt	Aon Hewitt Energy Marketing and Trading, 2012
Aon Hewitt	Aon Hewitt TCM Executive Cash Comp by Industry, 2012
Aon Hewitt	Aon Hewitt TCM Executive Total Comp by Industry (Full Value LTI), 2012
Aon Hewitt	Aon Hewitt TCM Mgmt & Prof Cash Comp by Geography, 2012
Aon Hewitt	Aon Hewitt TCM Mgmt & Prof Cash Comp by Industry, 2012
Aon Hewitt	Aon Hewitt TCM Mgmt & Prof Total Comp by Industry, 2012
Mercer	Mercer Sales, Mktg & Comm, 2011
Mercer	Mercer E-commerce, 2011
Mercer	Mercer Energy Industry - General Benchmark, 2011
Mercer	Mercer Finance, Accounting & Legal, 2011
Mercer	Mercer Human Resources, 2011
Mercer	Mercer Information Technology, 2011
Mercer	Mercer Logistics & Supply Chain, 2011
Mercer	Mercer Metro Benchmark - North Central, 2011
Mercer	Mercer Metro Benchmark - Northeast, 2011
Mercer	Mercer Metro Benchmark - South Central, 2011
Mercer	Mercer Metro Benchmark - Southeast, 2011
Mercer	Mercer Metro Benchmark - West Coast, 2011
Southern Gas Association	Southern Gas Association Energy, 2012
Stanton Group	Stanton Group Aviation, 2011
Towers Watson	Towers Watson CDB General Industry Executive, 2012



Towers Watson	Towers Watson CDB Energy Services Executive, 2012
Towers Watson	Towers Watson CDB Mid-Mgmt, Prof & Support, 2012
Towers Watson	Towers Watson CDB Energy Services Mid-Mgmt, Prof & Support, 2012
Towers Watson	Towers Watson CSR Office and Business Support, 2012
Towers Watson	Towers Watson CSR Professional Administrative & Sales, 2012
Towers Watson	Towers Watson CSR Professional Technical & Operations, 2012
Towers Watson	Towers Watson CSR Supervisory & Middle Management, 2012
Towers Watson	Towers Watson CSR Top Management, 2012
Towers Watson	Towers Watson CSR Technical Support & Production, 2012
World at Work	2012-2013 Salary Budget Survey
Towers Watson	General Industry Salary Budget Survey, 2012
Mercer Human Resource Consulting	2012-2013 US Compensation Planning Survey
Aon Hewitt	U.S. Salary Increase Survey for 2012

1 Q15. WHEN ANALYZING TOTAL COMPENSATION, DO THE ENTERGY  
2 COMPANIES COMPARE THEMSELVES WITH PARTICULAR LABOR  
3 MARKETS?

4 A. Yes. The Entergy Companies compare themselves with both the utility  
5 industry and general industry in determining total compensation. Both  
6 comparison groups are used because the Entergy Companies recruit from  
7 and lose talent to both utilities and general industry. The comparison  
8 recognizes that employees may pursue employment opportunities in either  
9 the utility market or general industry. Thus, the compensation levels must  
10 be competitive with both labor markets. Furthermore, when determining  
11 compensation comparison groups within those markets, the Entergy  
12 Companies compare themselves with companies or operations of similar  
13 size and scope.

1        2.        Description of the Entergy Companies' Compensation Program Design

2        Q16. PLEASE DESCRIBE THE ELEMENTS OF THE ENTERGY COMPANIES'  
3        COMPENSATION PROGRAM.

4        A.        In general, employee compensation consists of three elements:

- 5            1.        base pay;  
6            2.        annual incentives and recognition programs; and  
7            3.        long-term incentives.

8            These compensation programs are applicable throughout the  
9        Entergy Companies. Thus, ETI, ESI, and all of the other Entergy  
10       Companies use the same types of compensation programs.

11

12       Q17. PLEASE DESCRIBE BASE PAY.

13       A.        Base pay is the basic, non-variable, salary component of compensation.

14       Base pay is provided to all employees and remains the most common  
15       form of payment throughout industries for all levels of employees. Base  
16       pay is designed to be comparable with base pay in relevant labor markets.

17       Because most of the Entergy Companies' peers also provide incentive  
18       compensation, however, comparable base pay amounts will not, by  
19       themselves, produce a market competitive total compensation package.

20

21       Q18. PLEASE DESCRIBE THE ANNUAL INCENTIVE PLANS.

22       A.        During the Test Year, the Entergy Companies had five annual incentive  
23       plans. The five plans and the eligible employee groups were as follows:

1           ▪       *Executive Annual Incentive Plan* ("EAIP"). Participation was  
2       limited to the Entergy Companies' officers (*i.e.*, the Chief Executive  
3       Officer, Presidents, Executive Vice Presidents, Senior Vice Presidents,  
4       and Vice Presidents).

5           ▪       *Management Incentive Plan* ("MIP"). Participation was  
6       limited to selected management personnel and key high-level individual  
7       contributor employees.

8           ▪       *Exempt Incentive Plan* ("EXIP"). Participation was limited to  
9       full-time and part-time exempt employees<sup>4</sup> who were not eligible for  
10      participation in another incentive plan.

11          ▪       *Teamsharing Incentive Plan* ("TSIP"). Participation was  
12      limited to full-time and part-time, non-exempt,<sup>5</sup> non-bargaining<sup>6</sup> employees  
13      who were ineligible for participation in another incentive plan. Certain  
14      non-exempt, bargaining employees<sup>7</sup> also are eligible for participation in  
15      this plan where it has been negotiated into the collective bargaining  
16      agreement.

---

<sup>4</sup> *Exempt employees* are employees who are paid a salary and are exempt from the overtime provisions under the federal wage and hour law.

<sup>5</sup> *Non-exempt employees* refers to employees who are covered under the federal wage and hour law and must be paid overtime for all hours worked in excess of forty hours during a work week.

<sup>6</sup> *Non-bargaining employees* are those not covered by any collective bargaining agreement.

<sup>7</sup> *Bargaining employees* are those whose compensation, benefits, and work rules are covered by a collective bargaining agreement.

1                   ▪       *Teamsharing Plan for Selected Bargaining Units ("TSBP").*

2       Participation was limited to full-time or part-time bargaining employees  
3       where this plan has been negotiated into the agreement.

4                   Participation requirements and plan design for the five annual  
5       incentive plans are described in the plan summaries presented in  
6       Exhibit JAR-1. This exhibit covers the participation requirements during  
7       the Test Year.

8

9   Q19. PLEASE DESCRIBE THE LONG-TERM INCENTIVES.

10   A.   Certain employees are eligible to receive stock option awards, restricted  
11       stock, and/or performance units under the Equity Ownership Plan ("EOP").  
12       The EOP is outlined in Exhibit JAR-2.

13               Restricted stock was added to the long-term incentive mix in  
14       January 2011. ML 1 through 4 employees (the Entergy Companies' most  
15       senior executives) are eligible for both stock options and restricted stock.  
16       ML 5 employees (generally, the Entergy Companies' directors) and ML6  
17       employees (generally include managers, superintendents, some  
18       supervisors and high-level individual contributors) are eligible for restricted  
19       stock only.

20               ML 1-4 executives are also eligible to participate in the  
21       Performance Unit Programs, which are also called Long Term Incentive  
22       Plans or "LTIPs." Each LTIP is based upon a three-year performance  
23       period. The Test Year in this case (April 1, 2012 through March 31, 2013)

1 overlaps four different LTIP periods, and costs from the four LTIPs  
2 accrued during the Test Year. The first applicable plan covers the three-  
3 year performance period of 2010-2012 (for payout in 2013); the second  
4 plan covers 2011-2013; the third plan covers 2012-2014; and the fourth  
5 plan covers 2013-2015. Each LTIP provides participants with the  
6 opportunity to earn performance units (which I discuss below) based upon  
7 the Entergy Companies' performance against a pre-set performance goal.  
8 The four Performance Unit Program summaries and plan designs are  
9 provided in Exhibit JAR-3.

10

11 Q20. IN YOUR PREVIOUS ANSWER, YOU REFERRED TO PERFORMANCE  
12 UNITS, STOCK OPTIONS, AND RESTRICTED STOCK. PLEASE  
13 EXPLAIN THE DISTINCTIONS AMONG THESE INCENTIVE DEVICES.

14 A. Under a *performance unit plan*, an employee is awarded a number of  
15 performance units ("units") at the start of a performance period (e.g., a  
16 thirty-six month performance cycle). The performance units are equivalent  
17 to shares of Entergy common stock, and payable in cash or stock, in  
18 whole or in part, at the end of the performance period depending upon the  
19 extent that performance targets are met. If the actual performance is at  
20 the target level, then the employee earns 100% of the units to be paid out  
21 in shares or cash. If the actual performance is below the target level, but  
22 above a minimum level, then the employee earns only a portion of the  
23 units to be paid out in shares, or cash. If the actual result is below the

1        minimum level (e.g., less than 25% of the target) then no payment is made  
2        to the employee. (A performance unit is the equivalent of an Entergy  
3        share of stock valued at the stock price on a certain date. Performance  
4        Unit Plans starting in 2012 will settle payout in Entergy stock. ML 1-4  
5        officers must hold these earned shares until they meet and maintain their  
6        stock ownership levels.)

7                *Stock options* award employees the right to purchase shares of  
8        common stock at a set price (e.g., \$40 per share). If the publicly traded  
9        stock price increases above that set price (e.g., \$45 per share), then the  
10       employee has the option to purchase the stock at the set price (\$40 in my  
11       example) and choose to either sell the stock at the then publicly traded  
12       stock price (\$45 in my example) or retain ownership of the shares.

13               Under a *restricted stock* plan, an employee receives shares of  
14       common stock with restrictions that lift if certain contingencies occur, such  
15       as if the employee remains with the company for a specific period of time.  
16       As mentioned earlier, the Entergy Companies instituted a restricted stock  
17       program effective January 1, 2011 with time-based vesting period as part  
18       of its long-term incentive plan. Company achievement of operational or  
19       financial goals is not a requirement for vesting under the Entergy  
20       Companies' restricted stock program.

1 Q21. IS IT APPROPRIATE FOR COMPANIES TO EXERCISE REASONABLE  
2 DISCRETION IN DETERMINING THE ALLOCATION OF EMPLOYEES'  
3 OVERALL COMPENSATION AMONG THE VARIOUS COMPENSATION  
4 COMPONENTS?

5 A. Yes. It is common practice for a company to emphasize one form of  
6 compensation over another, depending on the company's circumstances,  
7 in a way that differs from how other, even similar, companies allocate their  
8 resources among the various compensation components. There is no  
9 "one size fits all" answer in seeking to attract and keep employees and in  
10 seeking to inspire current employees to do their best. Utilities too should  
11 be allowed to employ reasonable business discretion in allocating  
12 resources among the various commonly used compensation components  
13 so long as the total compensation levels are within reasonable market  
14 levels. As I discuss below, the Entergy Companies have exercised this  
15 reasonable discretion to provide for overall compensation at market  
16 competitive levels by offering market median base pay levels and  
17 incentive compensation programs that are comparable to those offered by  
18 similar companies.

3. Additional Detail Regarding the Annual Incentive and Recognition Programs

Q22. ARE ANNUAL INCENTIVE COMPENSATION PLANS COMMONLY USED BY PRIVATE INDUSTRY?

A. Yes. The following Table 2 demonstrates that, during the Test Year, annual incentive plans were common among the utilities and energy industry and general industries:

**Table 2**  
**Prevalence of Annual Incentive Programs**  
**Percentage of Surveyed Companies Reporting**  
**Annual Incentive Plans Similar to the Entergy Companies**

***World At Work***  
***2012-2013 Salary Budget Survey***

<b><i>Use Of Variable Pay</i></b>	2010	2011	2012
Percent of Organizations Using Variable Pay	80%	79%	82%

***MERCER***  
***2012-2013 US Compensation Planning Report***

<b><i>Use of Variable Pay</i></b>	Executives	Mgmt	Professional	Office Personnel	Technician & Skilled
All Organizations	98%	97%	79%	64%	55%
By Industry (Utilities)	98%	100%	94%	94%	78%

***Towers Watson***  
***2012 Salary Budget Survey***

<b><i>Use of Variable Pay</i></b>	# of Organizations Responding	# of Organizations Using Variable Pay	% of Organizations Using Variable Pay
Entire Sample (For Profit)	629	589	94%
Industry Sector - Energy (Includes Utilities)	71	64	90%



1 Q23. HAVE THE ENTERGY COMPANIES' MEASURES FOR DETERMINING  
2 ANNUAL INCENTIVES CHANGED IN RECENT YEARS?

3 A. There has been no substantial change in the measures used to determine  
4 annual incentives since ETI's last rate case, Docket No. 39896.  
5 Moreover, since January 1, 2008, the Entergy Companies have  
6 emphasized measures aligned with meeting operational-based targets.  
7 Each business unit or organization within the Entergy Companies designs  
8 its own operational-based targets tailored to the specifics of its operational  
9 responsibilities, focus, and activities (e.g., fossil plant operations will have  
10 different targets than will the HR department). These operational-based  
11 targets include reliability goals (e.g., reduce the frequency and duration of  
12 customer outages), safety goals (e.g., reduce the number of employee  
13 accidents), customer service goals (e.g., improve the speed of answering  
14 customer calls), cost containment (e.g., reduce expenditures, or  
15 controlling the rate of growth in expenditures, such as on vehicle  
16 maintenance, etc.) or spending levels (e.g., complete a project under  
17 budget).

18 The Entergy Achievement Multiplier ("EAM"), a composite of  
19 Entergy Corporation's earnings per share and operating cash flow is used  
20 as a performance measure for Entergy Corporation executives making up  
21 the Office of the Chief Executive and all EAIP participants in the Finance  
22 Department. The EAM is also used as a funding mechanism to ensure