

- b. Closing the Cash Balance plans to new entrants as of January 1, 2021 limits the future growth of the pension liability and is ultimately projected to reduce pension cost as more employees participate in the new benefit structure.

These savings are used to offset the overall costs of benefits in Account 926.

ENTERGY TEXAS, INC.
PUBLIC UTILITY COMMISSION OF TEXAS
DOCKET NO. 53719

Response of: Entergy Texas, Inc.
to the First Set of Data Requests
of Requesting Party: Office of Public Utility
Counsel

Prepared By: Jessica B. Little, LeAnn
Smith
Sponsoring Witness: Allison P. Lofton
Beginning Sequence No. LC12
Ending Sequence No. LC12

Question No.: OPUC 1-9

Part No.:

Addendum:

Question:

Please refer to Schedule G-1.1, sponsored by Ms. Lofton. Please provide the overtime payroll for each of the calendar years 2015-2017. Please include in your response an explanation as to why the overtime payroll was greater in 2020 and 2021 than in the other years shown on this schedule.

Response:

Below is the overtime payroll for each of the calendar years 2015-2017, respectively.

Year	Overtime Payroll Amount
2015	9,531,187
2016	9,157,351
2017	10,681,296

The increase in overtime payroll amounts reflected on Schedule G-1.1 for 2020 and 2021, as compared to 2018 and 2019 amounts, is driven primarily by overtime payroll charges related to Montgomery County Power Station commencing operation and Hurricane Laura storm restoration.

ENTERGY TEXAS, INC.
PUBLIC UTILITY COMMISSION OF TEXAS
DOCKET NO. 53719

Response of: Entergy Texas, Inc.
to the Fifth Set of Data Requests

Prepared By: Kaitlyn Roberts
Sponsoring Witness: Allison P. Lofton,
Jennifer A. Raeder

of Requesting Party: Office of Public Utility
Counsel

Beginning Sequence No.
Ending Sequence No.

Question No.: OPUC 5-3

Part No.:

Addendum:

Question:

Please refer to ETI Response to OPUC RFI No. 1-10. Please provide a schedule that shows the breakdown between capitalized incentive compensation and expense incentive compensation booked by ETI during the test year that includes:

- a. The total amount of capitalized incentive compensation for each of the annual incentive plans for awards to ETI direct employees;
- b. The total amount of capitalized incentive compensation for each of the long-term incentive plans for awards to ETI direct employees;
- c. The total amount of the capitalized incentive compensation for each of the annual incentive plans for awards to ESL employees as allocated to ETI;
- d. The total amount of the annual incentive compensation by annual incentive plan for awards to ETI direct employees that was expensed during the test year;
- e. The total amount of long-term incentive compensation by long-term incentive plan for awards to ETI direct employees that was expensed during the test year;
- f. The total amount of annual incentive compensation by annual incentive plan for awards to ESL employees and allocated to ETI as expense during the test year; and
- g. The total amount of long-term incentive compensation by long-term incentive plan for awards to ESL employees and allocated to ETI as expense during the test year.

Please provide this information both before and after proposed adjustments.

Response:

Please see the attachment (TP-53719-00OPC005-X003).

Total ETI Direct short-term capitalized incentive compensation

EAIP (Executive Annual Incentive Plan)	EXIP (Exempt Incentive Plan)	OSIP (Operational Supervisor Incentive Plan)	SMIP (System Management Incentive Plan)	TSIP (Teamsharing Incentive Plan)	TSPB (Teamsharing Plan for Selected Bargaining Units)	Not Assigned	Adjustments (1)	Total Amount Booked during the Test Year (2)
	911,355	186,903	270,075	13,004	226,828	425,597		2,033,763

Notes:

(1) ETI Direct short term capitalized incentive compensation does not include financially-based incentive compensation therefore there is no adjusting entry on the books to remove the financially-based portion.

(2) ETI Amounts recorded to construction work in progress (CWIP) account 107000. The timing of when the CWIP charges closed to plant in service (accounts 101/106) cannot be determined as the transactions are not recorded in the accounting system at that level of detail.

Total ETI Direct long-term capitalized incentive compensation

Equity Ownership Plan	Long Term Incentive Plan	Restricted Share Program	Restricted Stock Program	Adjustments (1)	Total Amount Booked during the Test Year (2)
13,356	32,276		144,030	(45,611)	144,051

Notes:

(1) An adjusting entry to remove stock options and long term incentive is recorded on ETI's books and is reflected in the test year amounts.

(2) ETI Amounts recorded to construction work in progress (CWIP) account 107000. The timing of when the CWIP charges closed to plant in service (accounts 101/106) cannot be determined as the transactions are not recorded in the accounting system at that level of detail.

Total ESL short-term capitalized incentive compensation

EAIP (Executive Annual Incentive Plan)	EXIP (Exempt Incentive Plan)	OSIP (Operational Supervisor Incentive Plan)	SMIP (System Management Incentive Plan)	TSIP (Teamsharing Incentive Plan)	TSPB (Teamsharing Plan for Selected Bargaining Units)	Not Assigned	Adjustments ⁽¹⁾	Total Amount Booked during the Test Year ⁽²⁾
39,714	1,457,500	12,461	1,678,927	24,288	40	493,730	(250,281)	3,456,378

Notes:

⁽¹⁾ An adjusting entry to remove a portion of EAIP short term capitalized incentive compensation that is considered financially-based is done on the books and is reflected in the test year amounts.

⁽²⁾ Reflects amount recorded to construction work in progress (CWIP) account 107000. The timing of when the CWIP charges closed to plant in service (accounts 101/106) cannot be determined as the transactions are not recorded in the accounting system at that level of detail.

Total ETI Direct short-term incentive compensation expensed during the Test Year

EAIP (Executive Annual Incentive Plan)	EXIP (Exempt Incentive Plan)	OSIP (Operational Supervisor Incentive Plan)	SMIP (System Management Incentive Plan)	TSIP (Teamsharing Incentive Plan)	TSPB (Teamsharing Plan for Selected Bargaining Units)	Not Assigned	Total Booked during the test year	Adjustments ⁽¹⁾	Total Adjusted Amount
38,323	1,034,312	93,846	752,205	112,787	251,521	1,340,202	3,623,197	7,515	3,630,711

Notes:

⁽¹⁾ Reference proforma adjustment AJ14K - Distribution Staffing Increase, AJ23 - Remove Securitized Storm Costs, and AJ30 - Remove AMS Costs.

Total ETI Direct long-term incentive compensation expensed during the Test Year

Equity Ownership Plan	Long Term Incentive Plan	Restricted Stock Program	Total Booked during the test year	Adjustment ⁽¹⁾	Total Adjusted Amount
70,249	54,974	240,253	365,476	(127,803)	237,672

Notes:

⁽¹⁾ Reference proforma adjustment AJ22A - Direct Incentive Compensation

Total ESL short-term incentive compensation expensed during the Test Year

EAIP (Executive Annual Incentive Plan)	EXIP (Exempt Incentive Plan)	OSIP (Operational Supervisor Incentive Plan)	SMIP (System Management Incentive Plan)	TSIP (Teamsharing Incentive Plan)	TSPB (Teamsharin g Plan for Selected Bargaining Units)	Not Assigned	Total Booked during the test year	Adjustments (1)	Total Adjusted Amount
238,903	2,024,272	7,196	2,381,419	75,653	15	572,609	5,300,067	(307,100)	4,992,967

Notes:

(1) Reference proforma adjustment AJ22B - Affiliate Incentive Compensation and AJ30 - Remove AMS Costs

Total ESL long-term incentive compensation expensed during the Test Year

Equity Ownership Plan	Long Term Incentive Plan	Restricted Share Program	Restricted Stock Program	Total Booked during the test year	Adjustments (1)	Total Adjusted Amount
252,687	1,530,352	206,669	2,128,939	4,118,646	(2,046,920)	2,071,725

Notes:

(1) Reference proforma adjustment AJ22B - Affiliate Incentive Compensation and AJ30 - Remove AMS Costs

ENTERGY TEXAS, INC.
PUBLIC UTILITY COMMISSION OF TEXAS
DOCKET NO. 53719

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

Prepared By: Kaitlyn Roberts
Sponsoring Witness: Allison P. Lofton
Beginning Sequence No. EV1443
Ending Sequence No. EV1443

Question No.: CITIES 3-4

Part No.:

Addendum:

Question:

Incentive compensation:

For each incentive plan (including all short-term, long-term and stock-based plans) please provide the amount included in the revenue requirement by FERC account.

Response:

Please see the attachment (TP-53719-00CIT003-X004).

Affiliate Short Term Incentive Compensation

Account ⁽¹⁾	EAIP (Executive Annual Incentive Plan)	EXIP (Exempt Incentive Plan)	OSIP (Operational Supervisor Incentive Plan)	SMIP (System Management Incentive Plan)	TSIP (Teamsharing Incentive Plan)	TSPB (Teamsharing Plan for Selected Bargaining Units)	Not Assigned	Total	Adjustment ⁽²⁾	Total Adjusted Amount
108230							386	386		386
163000		48,605		56,609			29,660	134,875		134,875
228100		10,388		11,408			6,448	28,244	(2,176)	26,068
500000	6,265	111,752		108,092	1,448		(41,241)	186,317	(8,780)	177,538
506000	807	106,013		37,544	550		21,189	166,102	(8,620)	157,481
510000		5,962		28,271			10,103	44,335	(2,172)	42,163
512000		1,311		237			446	1,994	(103)	1,891
517000	6	150		2,639	2		9,103	11,900		11,900
520000							82	82		82
524000		560		2,214			15,968	18,742		18,742
528000		137		44	1		325	507		507
532000				16			254	270		270
535000				566			84	650		650
539000		6						6		6
546000		1,218		1,014			753	2,986	(136)	2,850
549000		12,968		729			1,952	15,649	(596)	15,053
551000		2,209		145			257	2,611	(85)	2,526
553000		19						19		19
556000		59,528		55,907			16,318	131,753	(6,402)	125,351
557000				1,782			536	2,317	(112)	2,205
560000	2,570	80,080		49,238	1,122		41,654	174,665	(8,444)	166,220
561200		213,849		58,417	1,270		50,890	324,427	(15,722)	308,706
561300		6,964					2,566	9,530	(460)	9,070
561500		40,610		9,031	49		15,385	65,076	(3,147)	61,928
563000		6,015		1,441			2,272	9,728	(109)	9,618
566000	367	33,682		12,609			7,569	54,226	(2,622)	51,604
568000		53,495		67,294	321		(13,514)	107,597	(5,222)	102,375
569000		6,597		3,143			3,357	13,097	(634)	12,463
570000				45				45	(5)	39
573000		136					20	156	(8)	148
580000	17,413	71,574	266	37,823	1,143		36,563	164,781	(9,304)	155,477
581000		386			10		396	396	(19)	377
583000		198		20			72	290	(4)	286
584000		1,822	2,416	3,269	427		2,501	10,435	(506)	9,929
586000		825		66			132	1,024	(1,074)	(50)
587000		8						8	(0)	7
588000		36,426		34,657	212		20,493	91,789	(10,049)	81,740
590000		1,936		7,796			2,108	11,839	(576)	11,264
592000		3,496		2,198			291	5,985	(291)	5,694
593000		7,089	2,806	3,831	3,478		4,942	22,147	(1,082)	21,065
596000				1,314			292	1,606	(77)	1,529
597000		94						94	(99)	(5)
598000		1,559		2,017	27		933	4,536	(278)	4,258
870000		5		15				19		19
880000		7		3				10		10
901000		5,289		5,189	393		3,256	14,127	(682)	13,445
902000		11,501		2,831			5,387	19,719	(1,081)	18,638
903001		52,601		41,432	11,215		32,806	138,055	(6,950)	131,105
903002		47,407		32,336	7,955		17,181	104,879	(6,234)	98,645
905000		1,890		206			624	2,720	(132)	2,588
907000	2,165	5,935		4,336	93		2,721	15,251	(740)	14,510
908000		1,594		6,106	585		1,415	9,701	(470)	9,231
909000		5,322		4,350			2,766	12,437	(605)	11,833
910000		2,752		7,094			2,662	12,507	(607)	11,901
916000				6,428			2,810	9,238	(447)	8,791
920000	208,491	946,401	1,709	1,665,212	42,985	0	288,591	3,153,388	(195,198)	2,958,190
923000							15	15	(1)	15
924000	820	3,479		18,839			6,870	30,008	(1,444)	28,563
925000		20,669		7,493	1,982		7,893	38,037	(1,845)	36,192
928000		36,706		38,927	100		(25,033)	50,701	(2,213)	48,487
930100		9						9	(0)	8
930200							2,893	2,893	(414)	2,479
935000		14,032		7,212	286	14	5,094	26,638	(1,298)	25,340
Total	238,903	2,083,266	7,196	2,449,436	75,653	15	609,102	5,463,671	(309,276)	5,154,295

Notes:

⁽¹⁾ Includes only accounts included in the COS.

⁽²⁾ Reference proforma adjustment AJ22B - Affiliate Incentive Compensation, AJ23 - Remove Securitized Storm Costs, and AJ30 - Remove AMS Costs.

Direct Short Term Incentive Compensation

Account ⁽¹⁾	EAP (Executive Annual Incentive Plan)	OSIP (Operational Supervisor Incentive Plan)	SMIP (System Management Incentive Plan)	TSIP (Teamsharing Incentive Plan)	TSPB (Teamsharing Plan for Selected Bargaining Units)	Not Assigned	Total	Adjustment ⁽²⁾	Total Adjusted Amount
108220						29,529	29,529	152	29,681
108230	(0)				1,710	(9,017)	(7,307)		(7,307)
163000	28,396	161	14,977	5,477	18,755	(7,954)	59,812		59,812
228100	14,998		2,318	226	1,995	(71,839)	(52,304)	84,740	32,437
228400	(0)				10	3	13		13
500000	131,473		11,675	136	9,637	34,736	187,657		187,657
501100	101						101		101
502000	76,186				31,913	18,415	126,513		126,513
505000	18,005				11,753	6,314	36,072		36,072
506000	106,988	12,011	124,533	5,819	8,399	52,840	310,591		310,591
510000			28,872			5,990	34,863		34,863
511000	37			649	4,159	541	5,386		5,386
512000	468				15,726	1,436	17,630		17,630
513000	230				15,103	1,499	16,832		16,832
514000	52		11,559		2,924	3,426	17,963		17,963
535000	0						0		0
539000						268	268		268
544000					(1)	237	236		236
546000	31,801		52,299	250	83	12,465	96,897		96,897
548000				28,678		2,348	31,027		31,027
549000	2,310	690	24,694	15,114		4,638	47,446		47,446
551000	5,354		3,012			829	9,195		9,195
552000				316		(19)	297		297
553000				33,124		2,616	35,740		35,740
554000				663		(38)	625		625
560000	8,243	655	5,169		6,693	4,643	25,402		25,402
561200					3		3		3
562000	1,508				2,643		4,151		4,151
563000	696					104	800		800
566000	158				80	(93)	145		145
568000	63,784	2,455	30,798	628	8,642	22,059	128,366		128,366
570000	20,701				13,586	3,138	37,426		37,426
573000		120					120		120
580000	78,791	35,707	19,897	795	12,340	25,035	172,564	(1,857)	170,706
581000	42,428	3,017	4,196	1,795	447	8,887	60,770	(347)	60,423
582000	12,463	232	17,933	532	2,950	5,050	39,161	(260)	38,901
583000	(1)				9,731	1,256	10,987	(400)	10,587
584000	(0)				4,639	697	5,335	(188)	5,147
585000	12,703				459	4,298	17,461	(80)	17,381
586000	(0)		834	5,075	7,683	(21,872)	(8,280)	(375)	(8,656)
587000	(0)		247	147	6,364	(6,584)	174	(213)	(39)
588000	65,305	3,017	5,662	1,795	1,511	16,498	93,788	(1,093)	92,695
590000	64,185	27,795	18,356	778	5,735	19,955	136,803	(861)	135,942
591000					89	1	90		90
592000	18,295	385	403		9,511	2,107	30,700	(463)	30,237
593000	72,284	7,653	14,248	126	21,694	32,270	148,275	(1,628)	146,647
594000	(0)			0	3,380	67	3,447	(188)	3,259
595000	5				384	6	395	(11)	384
596000	(0)				2,573	455	3,027	(82)	2,945
597000	(0)		57		1,738	(5,812)	(4,016)	(60)	(4,076)
598000	(0)				3,549	167	3,716	(126)	3,590
901000	6,649		2,593			1,556	10,798		10,798
902000	(0)		57	147	8,720	(4,846)	4,078		4,078
903001	39,459	37	53,557	2,334	4,098	13,966	113,452		113,452
903002	(0)			1,618	832	(776)	1,674		1,674
905000						263	263		263
907000	5,029		29,374			10,420	44,823		44,823
908000	60,212		83,474	643	6	27,479	171,814		171,814
909000	9,367					2,202	11,569		11,569
910000	17,230		48,833	2,583		12,579	81,225		81,225
912000	32,330		7,344			6,519	46,192		46,192
920000	38,323	29,482	71	127,797	9,041	3,660	1,208,865	(128)	1,208,737
928000				24,732		7,508	32,241		32,241
935000					8,086	1,971	10,056		10,056
Total	38,323	1,077,706	94,008	789,500	118,489	273,990	3,652,940	76,532	3,729,473

Notes:

⁽¹⁾ Includes only accounts included in the COS.

⁽²⁾ Reference proforma adjustment AJ14K - Distribution Staffing Increase, AJ22A - Direct Incentive Compensation, AJ23 - Remove Securitized Storm Costs, and AJ30 - Remove AMS Costs.

Direct Long Term Incentive Compensation

Account ⁽¹⁾	Equity Ownership Plan	Long Term Incentive Plan	Restricted Stock Program	Total	Adjustment ⁽²⁾	Total Adjusted Amount
108220	24			24		24
108230	-			-		-
163000	-			-		-
228100	9			9	(5)	4
228400	-			-		-
500000			16,594	16,594		16,594
514000	0			0		0
549000	-			-		-
560000			7,116	7,116		7,116
580000	1		58,255	58,256		58,256
581000	0			0		0
583000	0			0		0
584000	0			0		0
585000	0			0		0
586000	0			0		0
587000	0			0		0
588000	0			0		0
590000	1			1		1
593000	1			1		1
594000	0			0		0
595000	0			0		0
596000	0			0		0
597000	0			0		0
598000	0			0		0
901000			47,882	47,882		47,882
902000	0			0		0
903001	0			0		0
903002	0			0		0
920000		54,974	110,406	165,380	(57,601)	107,779
926000	70,241			70,241	(70,203)	39
Total	70,281	54,974	240,253	365,508	(127,808)	237,700

Notes:

(1) Includes only accounts included in the COS.

(2) Reference proforma adjustment AJ22A - Direct Incentive Compensation and AJ23 - Remove Securitized Storm Costs.

Affiliate Long Term Incentive Compensation

Account ⁽¹⁾	Equity Ownership Plan	Long Term Incentive Plan	Restricted Share Program	Restricted Stock Program	Total	Adjustment ⁽²⁾	Total Adjusted Amount
163000	-				-		-
228100	-				-		-
500000				74,086	74,086		74,086
514000				328,871	328,871		328,871
517000				-	-		-
560000				74,224	74,224		74,224
580000				37,936	37,936		37,936
901000				1,260	1,260		1,260
920000		1,530,352	206,669	1,612,562	3,349,582	(1,791,589)	1,557,994
926000	252,687				252,687	(255,332)	(2,645)
Total	252,687	1,530,352	206,669	2,128,939	4,118,646	(2,046,920)	2,071,726

Notes:

⁽¹⁾ Includes only accounts included in the COS.

⁽²⁾ Reference proforma adjustment AJ22B - Affiliate Incentive Compensation and AJ30 - Remove AMS Costs.

ENTERGY TEXAS, INC.
PUBLIC UTILITY COMMISSION OF TEXAS
DOCKET NO. 53719

Response of: Entergy Texas, Inc.

to the First Set of Data Requests

of Requesting Party: Office of Public Utility
Counsel

Prepared By: Lauren Hayes, Jessica
Little, Lynsi Oster

Sponsoring Witnesses: Jennifer A. Raeder,
Allison P. Lofton

Beginning Sequence No. LR1

Ending Sequence No. LR3

Question No.: OPUC 1-10

Part No.:

Addendum:

Question:

Please refer to Schedule G-1.6, sponsored by Ms. Jennifer A Raeder. With respect to short-term incentive compensation awarded during the test year, please provide the following information:

- a. Date of awards;
- b. Incentive compensation awarded by employee and plan identification;
- c. Payroll base on which incentive pay was computed by employee;
- d. Target percentages for incentive pay by employee or employee position. If provided by employee position, include the position with each employee's information;
- e. List of each performance measure on which incentive pay can be awarded and the weight of such performance measure in the final award computation for the test year; and
- f. Detailed computation of incentive pay adjustment included in the filing by employee with explanation of how it complies with prior Commission decisions.
- g. Please confirm or deny that incentive awards were based on percentages that were greater than 100% of target rates by position.

Response:

Information included in the response contains highly sensitive protected ("highly sensitive") materials. Specifically, the responsive materials are protected pursuant to Texas Government Code Sections 552.101 and/or 552.110. Highly sensitive materials will be provided pursuant to the terms of the Protective Order in this docket.

Question No.: OPUC 1-10

- a.-e. Please see the highly sensitive attachment (TP-53719-00OPC001-X010_HSPM_A-E). Highly sensitive materials have been included on the secure ShareFile site provided to the parties that have executed protective order certifications in this proceeding.
- f. Entergy Texas, Inc. ("ETI") does not record incentive compensation amounts by employee in its accounting system and, therefore, cannot provide the adjustment by employee as requested.

As discussed on pages 28-29 (Q44) of the Direct Testimony of Jennifer A. Raeder, ETI has removed Test Year costs associated with incentive compensation awards to Entergy employees based on the achievement of financial metrics. This is consistent with the methodology utilized by the Commission in ETI's last fully litigated base-rate case, Docket No. 39896. Exhibit JAR-2 to Dr. Raeder's testimony shows the annual incentive payouts based on performance in the Test Year by dollars and percent allocations.

ETI has not removed any additional annual incentive compensation expense based on the incorporation of a financially based funding metric in the formula used to determine the annual incentive compensation pool. Please see pages 29-34 (Q45-Q50) of Dr. Raeder's testimony for a discussion of, including ETI's position on, the Commission's incentive compensation precedent.

For additional discussion of and supporting calculations for the incentive compensation pay adjustments made by ETI in its application, please refer to: (1) the Direct Testimony of Allison P. Lofton at page 22 (Q45), and page 23 (Q46); and (2) AJ22A and AJ22B in the Schedule P workpapers, Vol. 2- Adjustments.

- g. Please refer to ETI's response to OPUC 1-10(a)-(e) for actual employee awards. Employees in the team share incentive plans (TSIP, TSPB) may receive awards that are above or below their incentive target based on performance on operational goals. Employees in other incentive plans (e.g., EXIP, SMIP, OSIP, EAIP) may receive awards that are above or below their incentive target based on factors like the achievement of business unit goals, company performance, and individual performance.

Native Files (Highly Sensitive)
provided on CD

ENTERGY TEXAS, INC.
PUBLIC UTILITY COMMISSION OF TEXAS
DOCKET NO. 53719

Response of: Entergy Texas, Inc.
to the Fifth Set of Data Requests
of Requesting Party: Office of Public Utility
Counsel

Prepared By: Lauren Hayes, Lynsi Oster
Sponsoring Witness: Jennifer A. Raeder
Beginning Sequence No. EV1548
Ending Sequence No. EV1548

Question No.: OPUC 5-4

Part No.:

Addendum:

Question:

Please refer to the Direct Testimony of Mr. Jennifer Raeder, page 11. Please confirm or deny that the Entergy Achievement Multiplier ("EAM") for the 2022 annual incentive compensation payout was 125%. If deny, provide the EAM that was used to determine incentive compensation for each of the annual incentive plans for which the EAM is applicable.

Response:

Confirm. For Entergy's funded incentive plans (EAIP, SMIP, OSIP, EXIP), the Entergy Achievement Multiplier ("EAM") of 125% was used to determine the 2021 annual incentive compensation funding pool for incentives paid in 2022. Please see the publicly available Entergy's Notice of 2022 Annual Meeting of Shareholders and Proxy Statement on page 7 for further details on the 2021 EAM.

Please refer to the Direct Testimony of Jennifer A. Raeder, page 7 (Q17), and Exhibit JAR-1 for descriptions of the Company's annual incentive plans.

PROXY SUMMARY

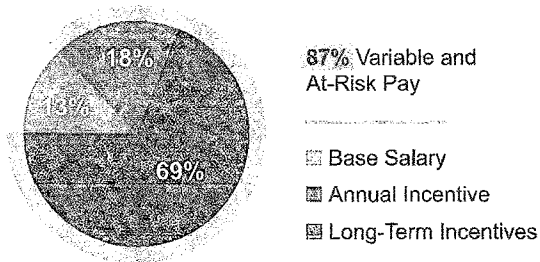
How Our Compensation Programs Support Our Business Strategy

Entergy's executive compensation programs are based on a philosophy of pay for performance aimed at achieving the Company's strategy and business objectives. We believe our executive pay programs:

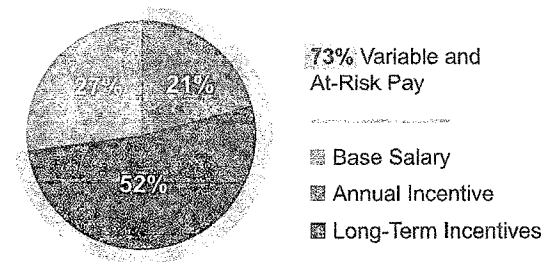
- **Motivate** our management team to drive strong financial and operational results by linking pay to performance.
- **Attract** and retain a highly experienced, diverse, and successful management team.
- **Incentivize and reward** the achievement of results that are deemed by the Personnel Committee to be consistent with the overall goals and strategic direction that the Board has approved for the Company.
- **Create** sustainable value for the benefit of all of our stakeholders, including our customers, employees, communities, and owners.
- **Align** the interests of our executives and our investors in our long-term business strategy by directly tying the value of equity-based awards to our stock price performance and TSR.

The design of our short and long-term incentive plans is based on this pay for performance philosophy. We target total direct compensation for our executive officers at market median and place a substantial portion of that compensation "at risk," subject to achieving both short-term and long-term performance goals. The illustrations below show the compensation mix for our Chief Executive Officer and the average compensation mix for the other Named Executive Officers.

Compensation Mix for Our Chief Executive Officer



Average Compensation Mix for Other NEOs



2021 Incentive Compensation Enhancements

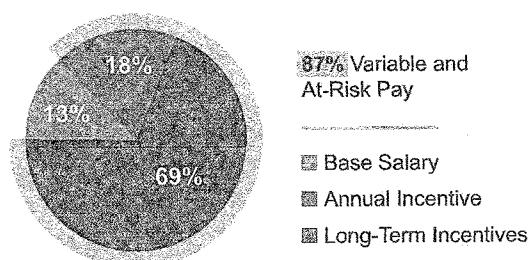
- ✓ **Short-Term Incentive Awards – ESG Metrics.** To demonstrate Entergy's strong commitment to its ESG goals and link executive compensation more directly to the achievement of those objectives, the Personnel Committee decided that 40% of the Entergy Achievement Multiplier (EAM), the performance metric used to determine the funding available for our short-term incentive awards, would be determined on the basis of progress achieved in the following areas, each of which would be weighted equally: Safety; Diversity, Inclusion and Belonging; Environmental Stewardship; and Customer Net Promoter Score, or NPS.
- ✓ **Long-Term Performance Unit Program (PUP).** To emphasize the importance of strong credit for the long-term health of our business, we replaced the EPS measure previously used to determine awards under the PUP with a credit measure – our adjusted FFO/Debt Ratio – for the 2021 – 2023 performance period. TSR will continue to be used as the other performance measure for the 2021 – 2023 LTIP performance period, with TSR weighted 80% and the credit measure weighted 20%.

PROXY SUMMARY

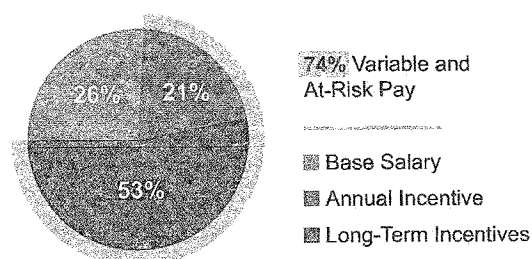
2020 Named Executive Officer Pay Mix

Entergy's executive compensation programs are based on a philosophy of pay for performance that is embodied in the design of our annual and long-term incentive plans. We target TDC for our executive officers at market median and place a substantial portion of that compensation "at risk," subject to achieving both short-term and long-term performance goals. The illustrations below show the compensation mix for our Chief Executive Officer and the average compensation mix for other NEOs TDC in 2020 and illustrates the degree to which their compensation is variable based on performance or otherwise "at risk."

Compensation Mix for Our Chief Executive Officer



Average Compensation Mix for Other NEOs



2020 Incentive Compensation Outcomes

Annual Incentive Program

The Personnel Committee determined that the 2020 Entergy Achievement Multiplier ("EAM"), which is the performance metric used to determine the maximum funding available for annual incentive awards, would be based on two equally weighted performance metrics: Entergy Tax Adjusted Earnings Per Share or ETR Tax Adjusted EPS and Entergy Adjusted Operating Cash Flow, or ETR Adjusted OCF, subject to adjustment for certain pre-determined exclusions.

The 2020 annual incentive award targets and results determined by the Personnel Committee were:

Annual Incentive Program Performance Goals	2020 Targets	2020 Results
ETR Tax Adjusted EPS (\$)	5.60	6.90
ETR Adjusted OCF (\$ billions)	3.450	3.127
EAM as a percentage of target	100%	120%

Long-Term Performance Incentive Program

In January 2018, the Personnel Committee chose relative total shareholder return ("TSR") and Cumulative Adjusted Utility, Parent & Other earnings per share ("UP&O EPS"), each weighted equally, as the performance measures for the 2018 – 2020 LTIP performance period.

The targets and results for the 2018 – 2020 LTIP performance period were:

Long-Term Performance Incentive Program Results	2018 – 2020 LTIP Target	2018 – 2020 LTIP Result
Relative TSR	Median	2 nd Quartile
Cumulative Adjusted UP&O EPS (\$)	15.20	15.25
Payout (as a percentage of target)	100%	126%

EXECUTIVE OFFICER COMPENSATION**Annual Incentive Awards**

- Annual incentive awards are tied to our financial and operational performance through the Entergy Achievement Multiplier (“EAM”), which is the performance metric used to determine the maximum funding available for awards under the plan. The 2019 EAM was determined based on two equally weighted performance metrics: (i) ETR Tax Adjusted EPS; and (ii) ETR Adjusted OCF. Below are the 2019 targets and results determined by the Personnel Committee:

Annual Incentive Plan	2019 Targets	2019 Results
ETR Tax Adjusted EPS	\$5.30	\$6.53
ETR Adjusted OCF (\$ billions)	\$3.100	\$2.966
EAM	100%	139%
Average NEO Payout (as a percentage of target)		136%

Long-Term Performance Unit Program

- For the long-term performance units, Entergy’s TSR in relation to the TSR of the companies included in the Philadelphia Utility Index was established as the performance measure for the 2017 – 2019 performance period. In January 2020, the Personnel Committee certified the following results:

Long-Term Performance Unit Program	2017- 2019 LTIP Target	2017- 2019 LTIP Result
Relative TSR	Median	1 st Quartile
Payout (as a percentage of target)	100%	200%

Alignment of Pay and Performance

The figure below compares for each of the past three years, (i) Mr. Denault’s compensation as reported in the Summary Compensation Table (“SCT Compensation”), which reflects the accounting value of long-term incentives at grant date and not the value actually received from these grants or their potential future value; and (ii) his Realized Pay, which is the amount he actually received in the applicable year. The chart also illustrates how our TSR (consisting of stock price appreciation/depreciation and dividends paid during the period) has compared to the TSR of the companies in the Philadelphia Utility Index over the three-year period presented. We believe this comparison illustrates the important role that “at risk” performance-based compensation plays in linking the value of compensation actually received by our Chief Executive Officer to the various performance measures used by our programs and to the Company’s TSR.

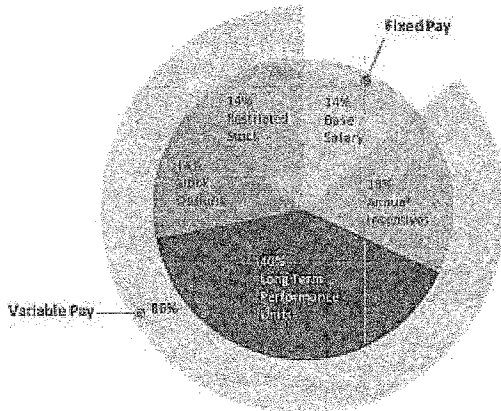
Table of Contents

EXECUTIVE OFFICER COMPENSATION

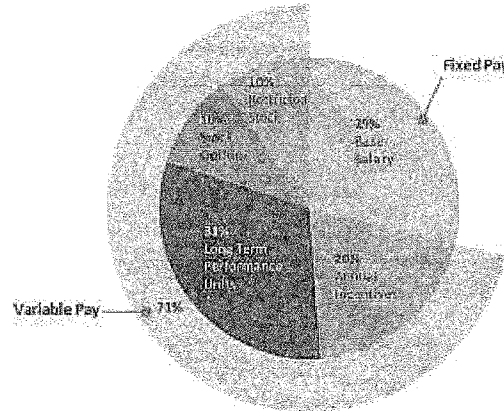
"At Risk" Compensation

Our total direct compensation ("TDC") consists of base salary, annual cash incentive and long-term compensation. We target TDC for our executive officers at market median and place a significant portion of that compensation "at risk" subject to achieving both short-term and long-term performance goals. Approximately 86% of the annual target TDC of our Chief Executive Officer and, on average, approximately 71% of the annual target TDC of our other Named Executive Officers (in each case excluding non-qualified supplemental retirement income and all other compensation reported in the summary compensation table) is equity or performance-based compensation. Only the base salary portion of annual target TDC is fixed.

FY 2018 CEO Target TDC Mix



FY 2018 Other NEOs Target TDC Mix



2018 Incentive Pay Outcomes

We believe the 2018 incentive pay outcomes for our Named Executive Officers demonstrated the application of our pay for performance philosophy.

Annual Incentive Plan

Awards under our Executive Annual Incentive Plan, or Annual Incentive Plan, are tied to our financial and operational performance through the Entergy Achievement Multiplier ("EAM"), which is the performance metric used to determine the maximum funding available for awards under the plan. The 2018 EAM was determined based in equal part on our success in achieving our consolidated operational earnings per share ("EPS") and operational operating cash flow ("OCF") goals set at the beginning of the year. These goals were approved by the Personnel Committee based on the Company's financial plan and the Board's overall goals for the Company and were consistent with the Company's published earnings guidance.

Ø **2018 Annual Incentive Plan Payout.** For 2018, the Personnel Committee, based on the recommendation of the Finance Committee, determined that management exceeded its consolidated operational EPS goal of \$6.55 per share by \$2.08 per share, but fell short of its consolidated operational OCF goal of \$3.000 billion by approximately \$180 million. Based on the targets and ranges previously established by the Personnel Committee, these results resulted in a calculated EAM of 134%.

After considering individual performance, including not only the role played by each of the Named Executive Officers in advancing the Company's strategies and delivering the strong financial results achieved in 2018, but also each such individual's degree of

ENTERGY TEXAS, INC.
PUBLIC UTILITY COMMISSION OF TEXAS
DOCKET NO. 53719

Response of: Entergy Texas, Inc.
to the Second Set of Data Requests
of Requesting Party: CITIES

Prepared By: Jessica B. Little
Sponsoring Witness: Allison P. Lofton
Beginning Sequence No. EV1432
Ending Sequence No. EV1432

Question No.: CITIES 2-18

Part No.:

Addendum:

Question:

Retirement plans: Please provide the amounts included in pro forma operating expenses for each retirement plan and post-retirement benefits.

Response:

The Company does not record operating expenses for each retirement and post-retirement benefits plan separately in its accounting system. However, the total adjusted expenses for retirement and post-retirement benefits are listed below and are included in the amounts for expense accounts 926000 and 926NS1. They are reflected in Total Operating Expenses on Schedule P in the "Total Company Adjusted" column on page 1 line 9.

Qualified Pension	\$7,940,371
Non-qualified Pension	\$1,329,421
Post-Retirement Benefits	\$558,166

ENTERGY TEXAS, INC.
PUBLIC UTILITY COMMISSION OF TEXAS
DOCKET NO. 53719

Response of: Entergy Texas, Inc.	Prepared By: Jessica B. Little, Lori Toncrey
to the First Set of Data Requests	Sponsoring Witness: Allison P. Lofton
of Requesting Party: Office of Public Utility Counsel	Beginning Sequence No. LR566 Ending Sequence No. LR567

Question No.: OPUC 1-18

Part No.:

Addendum:

Question:

Please refer to the Direct Testimony of Ms. Lofton, page 13. Please provide a listing of all non-qualified pension plans and the associated expense that was included in the requested test year cost of service. Also, please provide a copy of the most recent actuarial reports associated with each of these non-qualified pension plans.

Response:

Information included in the response contains protected ("confidential") materials. Specifically, the responsive materials are protected pursuant to Texas Government Code Sections 552.101 and/or 552.110. Confidential materials will be provided pursuant to the terms of the Protective Order in this docket.

The following is a description of the non-qualified pension/supplemental retirement plans that ETI participates in:

Pension Equalization Plan – a non-qualified pension restoration plan for a select group of management or highly compensated employees who participate in the Entergy Retirement Plan.

Cash Balance Equalization Plan – a non-qualified restoration plan for a select group of management or highly compensated employees who participate in the Cash Balance Plan.

System Executive Retirement Plan – a non-qualified supplemental retirement plan for individuals who became executive officers before July 1, 2014.

See below for the non-qualified pension plan expenses included in the Company's request. There were no capitalized amounts included.

FERC Account	ETI Direct	Allocated to ETI
926000 - Employee Pension & Benefits	(\$18,020)	\$87,241
926NS1 - ASC 715 NSC - Emp Pens & Ben	\$543,940	\$716,260

Please see the confidential attachment (TP-53719-00OPC001-X018_CONF) for the 2021 Non-Qualified Valuation Report.

ENTERGY TEXAS, INC.
PUBLIC UTILITY COMMISSION OF TEXAS
DOCKET NO. 53719

Response of: Entergy Texas, Inc.
to the First Set of Data Requests
of Requesting Party: Office of Public Utility
Counsel

Prepared By: Jessica Little, Lori Toncrey
Sponsoring Witness: Allison P. Lofton
Beginning Sequence No. LR232
Ending Sequence No. LR233

Question No.: OPUC 1-16

Part No.:

Addendum:

Question:

Please refer to the Direct Testimony of Ms. Lofton, pages 20-21. Please provide copies of the most recent actuarial reports concerning pension, OPEBs, and non-qualified pension plans.

Response:

Information included in the response contains protected ("confidential") materials. Specifically, the responsive materials are protected pursuant to Texas Government Code Sections 552.101 and/or 552.110. Confidential materials will be provided pursuant to the terms of the Protective Order in this docket.

Please see the confidential attachments (TP-53719-00OPC001-X016-001_CONF through TP-53719-00OPC001-X016-004_CONF) for the 2021 Qualified Pension plan valuations for the plans in which Entergy Texas, Inc. ("ETI") participates redacted to provide only information specific to ETI.

The 2021 OPEB Valuation Report was provided in Schedule G-2.2.

Please see the confidential attachment (TP-53719-00OPC001-X016-005_CONF) for the 2021 Non-Qualified Valuation Report.

**This page contains
Confidential Material**

ENTERGY TEXAS, INC.
PUBLIC UTILITY COMMISSION OF TEXAS
DOCKET NO. 53719

Response of: Entergy Texas, Inc.
to the First Set of Data Requests
of Requesting Party: Office of Public Utility
Counsel

Prepared By: David C. Batten
Sponsoring Witness: David C. Batten
Beginning Sequence No. LR231
Ending Sequence No. LR231

Question No.: OPUC 1-15

Part No.:

Addendum:

Question:

Please refer to the Direct Testimony of Mr. David C. Batten, page 4. Please confirm or deny that the requested reserve for pension and Other Post-Employment Benefits ("OPEB") expense includes non-qualified pension expense. If confirm, provide a detailed explanation of how the request complies with recent Commission decisions concerning the regulatory treatment of non-qualified pension expense. Also, please provide the detailed computation of the requested reserve by each type of qualified pension expense, non-qualified pension expense and OPEB expense.

Response:

Confirm. Entergy Texas, Inc.'s ("ETI") reserve for pension and other post-employment benefits ("OPEB") expenses excludes the non-qualified supplemental benefit plan expense, consistent with the Commission's final order issued in Docket No. 39896. All other types of non-qualified pension expense are included in the reserve for pension and OPEB. Please refer to pages 35-36 of the Direct Testimony of Jennifer A. Raeder for an explanation of the different types of Non-Tax-Qualified retirement benefits plans offered by ETI.

Please see the attachment (TP-53719-00OPC001-X015) for the computation of the reserve for each expense type.

	A	B	C	D	E	F	G	H	I	J	K	L
1	Entergy Texas Pension & OPEB - Over/(Under)											
2												
3												
4												Total
5		Cost Type	TY 2019	2020 Actuals	2020 Deferral	2021 Actuals	2021 Deferral					Deferral
6		<i>Qual Pension Service Cost Loader</i>	5,199,816	5,779,069	579,254	7,337,254	2,137,438					2,716,692
7		<i>Qual Pens Non-Service Cost Loader</i>	1,262,007	3,179,230	1,917,223	1,878,425	616,418					2,533,640
8		<i>Settlement Expense</i>		2,089,759	2,089,759	10,150,435	10,150,435					12,240,194
9		Total Pension - Qualified	6,461,823	11,048,058	4,586,235	19,366,114	12,904,291					17,490,526
10												
11		<i>Non Qual Pension-Service Cost</i>	24,441	38,548	14,106	69,221	44,780					58,886
12		<i>Non Qual Pension Non-Service Cost</i>	952,685	811,628	(141,057)	1,260,200	307,514					166,458
13		Total Pension - Non-Qualified	977,127	850,176	(126,951)	1,329,421	352,294					225,344
14												
15		<i>OPEB Service Cost Loader</i>	824,451	999,944	175,494	1,236,997	412,546					588,039
16		<i>OPEB Non-Service Cost Loader</i>	(3,599,253)	(4,454,357)	(855,104)	(6,435,270)	(2,836,017)					(3,691,120)
17		Total OPEB	(2,774,803)	(3,454,413)	(679,610)	(5,198,273)	(2,423,471)					(3,103,081)
18												
19		Total	4,664,147	8,443,821	3,779,674	15,497,261	10,833,114					14,612,788
20												
21												
22		<i>*Note: Excludes Non-Qualified Supplemental Executive Retirement Plan</i>										
23												
24												

ENTERGY TEXAS, INC.
PUBLIC UTILITY COMMISSION OF TEXAS
DOCKET NO. 53719

Response of: Entergy Texas, Inc.
to the Eighth Set of Data Requests
of Requesting Party: Office of Public Utility
Counsel

Prepared By: Jessica B. Little
Sponsoring Witness: Allison P. Lofton
Beginning Sequence No. PI1970
Ending Sequence No. PI1971

Question No.: OPUC 8-20

Part No.:

Addendum:

Question:

Please refer to workpapers supporting the Adjustment AJ28 Prepaid Pension. Please provide the underlying support for the calculation of the \$17,190,000 in pension costs included on this workpaper, with reference to any other supporting documents included in this rate filing package. Please confirm or deny that this calculation is a per book amount. If deny, provide a detailed explanation of any adjustments made per book.

Response:

Information included in the response contains highly sensitive protected ("highly sensitive") materials. Specifically, the responsive materials are protected pursuant to Texas Government Code Sections 552.101 and/or 552.110. Highly sensitive materials will be provided pursuant to the terms of the Protective Order in this docket.

Denied. The amount of \$17,190,000 is a projected amount for years 2022 – 2026 provided by AON, the Company's actuary.

Please see the highly sensitive attachment (TP-53719-00OPC008 X020_HSPM). Highly sensitive materials have been included on the secure ShareFile site provided to the parties that have executed protective order certifications in this proceeding.

Native Files (Highly Sensitive)
provided on CD

ENTERGY TEXAS, INC.
PUBLIC UTILITY COMMISSION OF TEXAS
DOCKET NO. 53719

Response of: Entergy Texas, Inc.
to the Fourth Set of Data Requests

Prepared By: Brad Fleming
Sponsoring Witnesses: Gregory S. Wilson,
Allison P. Lofton

of Requesting Party: Office of Public Utility
Counsel

Beginning Sequence No. LS1
Ending Sequence No. LS1

Question No.: OPUC 4-6

Part No.:

Addendum:

Question:

Please refer to ETI's Response to OPUC RFI No. 1-3. Please provide an explanation as to why Mr. Gregory Wilson's analysis continues to include \$15.8 million in expenses related to Hurricane Laura along with a brief description of the expenses. Please also confirm or deny that the Company intends to securitize these expenses.

Response:

The \$15.8 million referenced in OPUC 1-3 are the expenses associated with the Company's storm restoration activities for Hurricane Laura that were not included in the amount authorized for securitization in Docket No. 51997 either as a result of the settlement agreement in Docket No. 51997 or because the final invoices were processed subsequent to the amounts included for approval in Docket No. 51997. Accordingly, those amounts are properly included in the storm reserve account 228100 balance as of December 31, 2021. The Company does not currently intend to seek securitization of that amount because it is below the \$100 million threshold required for securitization under PURA § 36.403(j).

ENTERGY TEXAS, INC.
PUBLIC UTILITY COMMISSION OF TEXAS
DOCKET NO. 53719

Response of: Entergy Texas, Inc.
to the Fourth Set of Data Requests
of Requesting Party: Commission Staff

Prepared By: Counsel, Gregory S. Wilson
Sponsoring Witness: Gregory S. Wilson
Beginning Sequence No. EV1505
Ending Sequence No. EV1540

Question No.: STAFF 4-2

Part No.:

Addendum:

Question:

Mr. Wilson mentioned in his testimony (Page 4 of 16, Line 27-30) the following:
“The Commission last approved ETI’s storm cost accrual in Docket 41791, consisting of \$4.972 million to provide for average annual expected storm losses plus an annual accrual of \$3.570 million for 20 years to restore the reserve from its deficit. It also set the target balance at \$15,512,000.” Please provide a copy of final order or settlement documents or other documents showing approval of these numbers.

Response:

Please see the Final Order in Docket No. 41791, Interchange Item No. 510, at Finding of Fact Nos. 19 and 42. Specifically, Finding of Fact No. 19 provides that “The Signatories agreed to the levels of storm cost accruals included in the application.” Finding of Fact No. 42 provides that “The level of annual storm cost accrual stated in [Entergy Texas Inc.’s (“ETI”)] application is reasonable.” See also the Stipulation and Settlement Agreement, Interchange Item No. 499, at page 3 (“Storm Reserve. Accruals. The Signatories stipulate to the levels of storm cost accruals included in the Company’s application.”); Supplemental Testimony of William B. Abbott, Interchange Item No. 497, at page 5 (“A storm cost accrual amount as requested by ETI in its application.”); and Testimony in Support of Unanimous Stipulation of Michael Considine, Interchange Item No. 500, at page 6 of 8 (“Agreed amounts for storm reserve accruals and decommissioning expense.”).

The storm cost accruals included in the application were described in Gregory S. Wilson’s Direct Testimony in Docket No. 41791, which is provided as attachment (TP-53719-00PUS004-X002). Specifically, Mr. Wilson stated, at page 5:

Q7. PLEASE SUMMARIZE YOUR RECOMMENDATIONS.

- A. As shown on Exhibit GSW-2, I proposed an annual accrual of \$8,540,000 and a new target property insurance reserve of \$15,512,000. The accrual is composed of two elements. The first is \$4,972,000 to provide for average annual expected losses from all storms that do not exceed \$100 million. As I explain subsequently, the \$4.972 million annual accrual is calculated using a Monte Carlo simulation run on the loss history of the Company. The second is

\$3,570,000 accrued annually for twenty years to achieve the target reserve of \$15,512,000 from the current reserve level of negative \$55.9 million.

WORKPAPERS
PROVIDED ELECTRONICALLY
(Public and Highly Sensitive)

The following files are not convertible:

	Cannady Non-Confidential Schedules.xlsx
	Cannady Non-Confidential
Workpapers.xlsx	
	Cannady Workpapers-Storm Expense.xlsx

Please see the ZIP file for this Filing on the PUC Interchange in order to access these files.

Contact centralrecords@puc.texas.gov if you have any questions.