



**Indian Point
Community Advisory Panel
Employee Transition Update**

February 4, 2021





Welcome

Tony Vitale
Site Vice President
Indian Point Energy Center

Topics for Discussion

- Continued Focus on Safety and Reliability
- Community Outreach
- Entergy Employee Separation
- Entergy Employee Talent Absorption Process
- Decommissioning Phase 1 Organization
- Employee Resources | Entergy
- Employee Resources | Government

Continued Focus on Safety and Reliability

- Indian Point Unit 2 was permanently shut down April 30, 2020, as planned.
- Unit 3 will permanently shut down no later than April 30, 2021 and will then be permanently defueled.
- Indian Point’s leadership team is focused on safe, reliable operations of Unit 3 through shut down while preparing for site decommissioning.
- A dedicated Decommissioning Planning Organization was formed to support readiness for decommissioning. The DPO is focused on decommissioning milestones, separate from the staff safely operating IPEC Unit 3.
- Indian Point remains subject to Nuclear Regulatory Commission oversight and regulation.

Community Outreach

- Entergy remains committed to continue working with and updating our numerous local, state & federal stakeholders.
- Despite the limitations imposed by COVID-19 on face-to-face meetings, Entergy continues to participate in virtual meetings, like this evening, to update our stakeholders on key issues.
- The Indian Point Community Advisory Panel (CAP) is a venue for sharing information and educating the public on the decommissioning process at IPEC.
- Decommissioning information can also be found on indianpointcap.com (*administered by Village & Town*) and indianpointdecommissioning.com (*administered by Entergy*).

Entergy Employee Separation

- The separation of about 300 employees from Entergy will occur following the shutdown and permanent defueling of Unit 3 in May 2021.
- Entergy is compliant with labor regulations and will be distributing WARN Act notices to impacted employees and to some local officials.
- The notices will contain the expected date when the employee will be separated, the name of the Entergy contact for questions, and other information required by the federal/state laws.

Entergy Employee Talent Absorption Process

- As part of Entergy’s ongoing commitment to employees at Indian Point, the company previously announced a plan to find a position within the company for those qualified employees who are willing to relocate.
- On May 29, 2020, a short time after the shutdown and permanent defueling of Unit 2, approximately 90 employees either transferred to new positions within Entergy or accepted voluntary separations.
 - 41 employees transferred to other Entergy locations (Talent Absorption)
 - 49 employees voluntarily separated from Entergy either to retire or seek new opportunities outside of Entergy

Employee Talent Absorption Process (cont.)

- Currently, Indian Point has approximately 750 employees.
- Approximately 130 employees have expressed an interest in transferring within the company.
- Entergy has hosted multiple events where employees can learn about opportunities within the company prior to making a decision to transfer. These Open House events feature numerous Entergy businesses/locations.

Decommissioning Phase 1 Organization

- Leadership remains committed to safety and health of the Indian Point site as it enters the decommissioning phase, regardless of ownership.
- Phase 1 of decommissioning will begin after Unit 3 is shut down and permanently defueled by late May.
- The staffing organization for Phase 1 at Indian Point will consist of 312 current Entergy/Indian Point employees when completely staffed.
- The organization transition to Phase 1 will be implemented shortly after NRC notification of permanent defuel and permanent cessation of operations.

Employee Resources – Entergy

- Entergy has hosted a number of workshops and provided resources to assist employees in their career transitions:
 - Entergy’s T. Rowe Price retirement savings strategy meetings
 - Pension sessions for Indian Point employees
 - Benefit sessions for Indian Point employees
 - Two Open Houses/Entergy Jobs Fairs:
 - In-person on June 5, 2019 - 500+ employees attended to hear about jobs at other Entergy locations
 - Virtual Open House on Aug. 26, 2020 – same info provided via Webex video presentations
 - Provided free counseling for employees having a difficult time with the plant’s closure

Employee Resources – Government

- Entergy is working closely with the NYS Department of Labor for the benefit of our employees.
- Numerous meetings and seminars have been held to provide information and identify available resources to our employees.
- “All-Employee” meetings are being held regularly at the site and virtually, to provide information to employees about the transition to decommissioning and future options.
- Entergy is also working with the U.S. Department of Labor on additional benefits that may be available as a supplement to those available in New York and other states with Entergy employees.
 - Entergy has petitioned for the Trade Adjustment Assistance (TAA) or Trade Act for potential federal benefits.

Employee Resources – Government

- NYS Department of Labor has held ten separate training sessions from late 2019 – present.
- Featured ten different classes, such as Resume Writing, Interviewing Techniques, how to use LinkedIn and the State employment site.
- Nearly 300 employees participated through in-person or web classes.
- Others viewed classes that are stored on the Entergy intranet.



— WE POWER LIFE™

