

We are a group of Energy Northwest employees and we are concerned that our current performance is being hidden from the public and even staff; we are sending this anonymously because we are concerned about retaliation if discovered.

The following information is important for you and the public to know regarding the downward trend of performance at CGS and the related lack of transparency.

There are 99 operating commercial reactors in the US. An industry organization called INPO provides oversight to the industry and was created after Three Mile Island.

INPO tracks an index that measures safety, reliability and production measures. The index has a maximum score of 100. We call this the "CGS Index".

Five years ago CGS had the 104th lowest score (several plants have closed since, there are 99 plants now). This low standing was the subject of news stories at the time (Tri-City Herald November 2, 2010).

What happened since 2010?

- A new plant leadership team was hired and paid very well to get top performance compared to our nuclear peers.
- For a brief time the index score peaked in the low to mid 90's - the time here was very brief. We seemed to claim victory across the entire organization.
- We have seen a steady decline of the index with a return to low levels. As of November our score will be under 80 and will be among the worst performers in the U.S.
- Here is the specific data:
 - o As of the end of July 2015 any score below 85 points placed CGS in the worst quartile of the 99 operating commercial reactors in the U.S.:
 - o July CGS index = 81.01
 - o August CGS index = 81.19
 - o September CGS Index = 81.22 (85th worst score in the U.S.)
 - o October CGS Index = 82.10
 - o November will be approximately 78 due to the points lost as a result of the fuel leak.
 - o On December 14th the CEO and CNO told all employees that the fuel leaks caused us to enter the 4th quartile as of November 2015 - this is not true, we entered 4th quartile much earlier and to think the employees would not recognize this deception does not say much for how intelligent the CEO and CNO think we are.

- Senior Plant Management continues to tell the organization and public how we are an excellent performing nuclear power plant while ignoring the precipitous fall of our industry standing by measures of reliability, equipment health, radiation protection and recent increase in significant human performance events including a level one clearance order failure, a loss of diesel generator operability due to human error and a slip and fall by a supervisor resulting in an injury.
- Five years ago the management team started a program called "phases of excellence" to improve performance – we are currently in phase four which is ironically called "sustaining excellence" which implies we have achieved excellence and are staying there.
- What is "excellence"? The index is divided into four quartiles. Our stated goal of "excellence" is defined by top quartile performance. Now that our index score has fallen plant management rarely talks about the index with the staff or shows how far we have fallen compared to our past performance. When our score was higher – the message was "our score is high and we are superior performers".
- The current message from plant management is that the CGS index score does not really matter because we are running the plant so well – producing so much electricity. Are we producing industry-leading amounts of electricity? No – we also track the CGS capability factor compared to the industry and as on November 2015 CGS is 91st out of 99 nuclear power plants in the U.S. based on 12-month capability factor.
- Nuclear safety: Management is making decisions to keep the plant running to stay on line at any cost – Senior Management made the decision to fix a huge valve while the plant was stuck at approximately 50% power – the engineering VP has stated the most likely cause of the fuel leaks was unwanted material introduced to the core during this valve repair.
- Industrial safety: there was a serious industrial accident at the Industrial Development Complex (the old unit 1 site), a fall from a ladder by a contractor resulted in multiple fractures and a stay in Harborview Hospital. We did not share the details or learning's from this event with company personnel so I can't tell you exactly what happened. We had been touting that we have worked "millions" of hours without a lost time accident. After this event we subtly changed our "millions" of hours without a lost time accidents at Energy Northwest to "millions" of hours without lost time at Columbia Generating Station and just ignored the accident while failing to let the organization learn for the event. In the last few weeks a supervisor at CGS slipped and fell and sustained an injury.

- With electricity production and the CGS index at or near the bottom when compared to other nuclear plants, are we achieving the "excellence"?
- Here are some final points for you to consider:
 - o Ask the CEO and CNO to tell you when we entered the 4th quartile of the CGS index. We believe we entered the 4th quartile as early as July and it's been suppressed so we can stay in the "sustaining excellence" phase.
 - o The details of how we are losing index points are telling – radiation safety (we are a high radiation dose plant), electricity production/capability is low and failure of our nuclear fission product barriers (the fuel leak).
 - o Ask EN to tell you how our capability factor compares to the industry. We talk about how we stayed online for a two-year period, but we did not even meet our generation targets last year.
 - o Ask EN to tell you our score in the "Equipment Reliability Index", a measure of equipment health owned by engineering. We believe we have the second lowest or lowest score in the entire nuclear industry.
 - o The CEO and CNO are rarely on site spending much of their time traveling. During the last extended, high dose outage the CNO was in town for only 19 days out of 51 outage days. He took trips to Anchorage, New York City twice, Washington DC, Denver and Florida. We suspect similar attendance by the CEO, but his calendar is blocked from view. It is peculiar at EN to have an employee calendar unavailable for viewing by your teammates.
 - o You also might consider asking EN about an NRC investigation, fine and settlement related to willful inattentiveness by nuclear security officers. Security officers were taking nude photos while on duty at security posts. Also, a security officer was found to be involved in a geocaching game while on duty where gamers are invited to attempt to enter the CGS owner controlled area via an online game app.

We hope the truth comes out about the performance of CGS and the lack of transparency by plant management and to ensure we get the focus needed to ensure safe operation of the nuclear power plant and protection of our employees. If these problems become public and we have not addressed them we will likely lose public trust and this could impact our ability to keep the plant operating given that we are so expensive compared to the market.