Management Structure

Senior Executive Team (SET)

Executive Sponsor & Team Leader - President & CEO
Responsibility: Provides oversight of STP on behalf of the Owners, serves as a guiding coalition in achieving Operational and Financial Excellence, and oversees executive-level independent assessment of station performance and accredited training. (SLG-SMT1)
Governance Over:
- Station Management Team (SMT)
- Plant Investment Committee
- Plant Health Committee
Oversees:
- Executive Oversight Board
- Executive Training Review Board
- Enterprise Risk

Station Management Team (SMT)

Executive Sponsor: VP, Site Chairman: GM Plant
Responsibility: Overall responsibility for administration and control of work scope, resources, budgets, and technologies; outage strategies; and emergency response in support of the station’s mission and goals, and obligation to protect the health and safety of the general public and station personnel (SLG-SLT1)
Responsible For:
- Business Excellence – Owner Manager Finance
- Leadership– Owner GM HR, KTR & Organizational Development
- Performance Improvement – Owner Manager Perf. Improvement
- Operations Performance – Owner Manager Operations
- Equipment Reliability – Owner GM Engineering
- Training Excellence – Owner Manager Training
Governance Over:
- Workforce Management Plan
- Cost Savings Initiatives (CSI)
- Management Performance Improvement Committee (MPIC)
- Spent Fuel Management Project – Assigned PM
- Fukushima Response – Assigned PM
- Other Long Term Projects Assigned by SET
- Emergency Response – EP Manager
- IT Governance Team – Chairman Director IT
- ALARA Review Committee – Chairman GM Plant
Subcommittee Reporting to SMT:
- Outage Management Team - Chairman Manager Outage
- Reactivity Mgmt Review Board – Chair Ops Dept Manager
- Plant Operation Review Committee – Chair appointment by Plant GM
- Risk Assessment Expert Panel – Chair Manager Nuclear Fuel Analysis

Plant Investment Committee

Executive Sponsor: Senior VP, Operations Chairman: GM Engineering
Responsibility: Overall responsibility of management and investment in the plant to achieve generation and financial targets required to safely and reliably operate STP through its operating license. (SEG-0010)
Responsible For Establishing:
- Project Review Team/Plant Investment Plan
- Long Term Asset Management Plan
- Enterprise Risk Management

Plant Health Committee

Executive Sponsor: GM Engineering Chairman: Manager System Engineer
Responsibility: Overall responsibility for plant and system health and reliability monitoring to ensure safe and reliable operation. (SEG-0010)
Responsible For Establishing:
- System, Component, and Program Health
- Top Equipment Reliability Issues List
Report periodically to the Plant Health Committee:
- FME Steering Committee – Chairman Manager Maintenance
- Maintenance Rule Expert Panel – As Appointed by System Engineering Mgr
- Preventative Maintenance Review Team – Chairman Supervisor Systems Eng.
- Boric Acid Corrosion Control Pgrm–As Appointed by System Engineering Mgr
Receive Updates From:
- STP Transmission & Switchyard Subcommittee –Appointed by Work Control Mgr.
Management Structure

Senior Executive Team (SET)

Executive Sponsor & Chairman: President & CEO
Facilitator: Executive VP & CFO
Admin: Connie Miller
Members:
- President & CEO
- Senior VP, Operations
- Executive VP & CFO
- Executive VP & CAO
- VP, Site
- General Counsel (Ad Hoc Committee Member invited as needed)

Station Management Team (SMT)

Executive Sponsor: VP, Site
Chairman: GM Plant
Facilitator: Manager RMS & Tech Support
Membership Roster:
- GM Projects
- GM Engineering
- GM HR, KTR & Organizational Development
- GM Communications / External Affairs
- Director Information Support Services
- Manager Finance
- Manager Operations
- Manager Performance Improvement
- Manager Nuclear Professional Excellence
- Manager Contracts and Procurement
- Manager Training
- Manager Regulatory Affairs

Plant Health Committee

Executive Sponsor: GM Engineering
Chairman: Manager System Engineer
Facilitator: Manager System Engineer
Membership Roster:
- Manager Chemistry
- Manager Maintenance
- Manager Operations
- Manager Design Engineering
- Manager Projects
- Manager Outage
- Manager Health Physics

Plant Investment Committee

Executive Sponsor: Senior VP, Operations
Chairman: General Manager Engineering
Facilitator: Supervisor Project Management Office
Membership Roster:
- GM Plant
- GM Projects
- Manager System Engineer
- Manager Accounting
- Manager Operations
- Manager Design Engineering
- Manager Contracts and Procurement
- Manager Outage
Management Structure

Station Management Team (SMT)
Executive Sponsor: VP, Site
Chairman: GM Plant
Facilitator: Manager RMS & Tech Support

Outage Management Team
Executive Sponsor: GM Plant
Chairman: Manager Outage
Responsibility: Develop and implement strategies to improve refueling outage performance. (OG-0001)
Subcommittee Reporting to OMT:
Outage Vendor Performance Improvement Team – Chairman Manager Outage

Plant Oversight Review Committee
Executive Sponsor: GM Plant
Chairman: Appointed by GM Plant (cannot be QA Mgr)
Responsibility: Overall responsibility for advising Plant General Manager on all matters related to nuclear safety and continuously assess nuclear safety consciousness at STPEGS (OPAP01-ZA-0104)
Members: 6 members appointed in writing by the GM Plant, manager level or equivalent from the following disciplines: engineering, operations, chemistry, health physics, and quality assurance.

Reactivity Management Review Board
Sponsor: Manager Operations
Chairman: Dept Manager Operations
Responsibility: Ensure Reactivity Management Program evaluated best practices of industry and promotes reactivity management excellence (PGP03-ZO-0042)
Members:
Manager Nuclear Fuel Analysis
Manager Organizational Effectiveness
Manager Maintenance
Manager Operations Training
Manager Systems Engineer
Manager Licensing
Manager Work Control

Risk Assessment Expert Panel
Executive Sponsor: GM Engineering
Chairman: Manager Nuclear Fuel Analysis

Management Performance Improvement Committee (MPIC)
Executive Sponsor: GM Plant
Chairman: Manager Nuclear Professional Excellence
Ad Hoc Chairman for Nuclear Safety Culture Quarterly Review: Manager Human Resources
Facilitator: Manager Performance Improvement
Responsibility: Overall responsibility for ensuring effective implementation of specific programs and processes that are integral to a strong nuclear safety culture, safe and effective personnel performance, and continuous performance improvement at the station. (SLG-CPI1)
Responsible For:
Self-Assessment Review Board (SARB) – Chairman Manager Nuclear Professional Excellence
Condition Review Group (CRG) – Chairman Manager Nuclear Professional Excellence
Human Performance Management Team (HUMT) – Chairman Manager Nuclear Professional Excellence
Governance Over:
Nuclear Safety Culture Monitoring Panel – Chairman Manager Human Resources
Integrated Performance Improvement – Owner Manager Performance Improvement
Change Management – Owner Manager Performance Improvement
INPO/WANO Plant Eval. Response & Readiness – Owner GM Plant
Subcommittee Reporting to MPIC:
Safety Action Team – Chairman Supervisor Safety
Plant Status Control Steering Committee – Chairman Manager Operations

Membership Roster:
Manager Nuclear Professional Excellence
Manager Performance Improvement
Manager Operations
Manager Training
Manager Security
Manager Regulatory Affairs
Manager Maintenance
Manager Maintenance Engineering
Management Structure

Executive Training Review Board (ETRB)

Executive Sponsor & Chairman: Senior VP Operations
Responsibility: Provides executive level oversight of training and qualification activities for all accredited training programs and associated initial training programs. (0PGP03-ZA-0119)

Senior Training Council (STC)

Executive Sponsor & Chairman: VP, Site
Responsibility: Ensures training is used to improve plant and personnel performance by providing executive level oversight of training program health for selected focus programs or program groups. (0PGP03-ZA-0119)
Membership:
- Plant General Manager
- General Manager, Engineering
- General Manager, Project
- Manager, Nuclear Training
- Program Owners for all other accredited programs

Training Advisory Council (TAC)

Chairman: Line Department/Division Manager or alternate
Responsibility: Provides management oversight of the training and qualification activities within a department/division. (0PGP03-ZA-0119)
Membership:
- Curriculum Review Committee Chair(s)
- Training Division Manager
- Training Supervisor(s)
- Instructional Technologist

Curriculum Review Committee (CRC)

Chairman: Line Manager
Responsibility: Working level committees that determine training content and provide direction for training and qualification activities associated with a specific training and qualification program. Select training needs based on analyzing incumbent training requests, performance discrepancies, and plant design or process changes that are within scope of the training program and ensure the accredited training programs continue to meet the accreditation objectives and criteria. (0PGP03-ZA-0119)
Membership:
- Line Supervisor(s)
- Job Incumbent(s)
- Training Supervisor
- Training Instructor(s)
- Instructional Technologist
Management Structure

Senior Executives
- President & CEO
- Senior VP, Operations
- Executive VP & CFO
- Executive VP & CAO
- VP, Site
- General Counsel, Ad Hoc Committee Member (invited as needed)

Senior Executive Team (SET) – Executive Sponsor & Chairman, President & CEO
Provides oversight of STP on behalf of the Owners, serves as a guiding coalition in achieving Operational and Financial Excellence, and oversees executive-level independent assessment of station performance and accredited training. STPNOC Senior Executives form the SET.

The SET serves as a guiding coalition for the:
Station Management Team (SMT) – Executive Sponsor VP, Site; Chairman, GM Plant
Overall responsibility for administration and control of work scope, resources, budgets, and technologies; outage strategies; and emergency response in support of the station’s mission and goals, and obligation to protect the health and safety of the general public and station personnel.

Plant Investment Committee – Executive Sponsor Senior VP Operations; Chairman GM Engineering
Overall responsibility for management and investment in the plant that achieves generation and financial targets required to safely and reliably operate STP through its operating license.

Plant Health Committee – Executive Sponsor GM Engineering; Chairman Manager System Engineer
Overall responsibility for plant and system health and reliability monitoring to ensure safe and reliable operation.

The SET oversees executive-level independent assessment performed by the:
Executive Oversight Board – Executive Sponsor, Senior VP Operations; Facilitator Manager Staff Support & Owner Liaison
Provides independent oversight and feedback to the SMT and line management on requested areas of oversight to help STP move to excellent performance.

Executive Training Review Board – Executive Sponsor & Chairman, Senior VP Operations; Facilitator, Manager Training
Provides executive level oversight of training and qualification activities for all accredited training programs and associated initial training programs.

The SET also oversees:
Enterprise Risk – Overall responsibility for understanding Enterprise Risk and mitigating strategies as well as responsibility for communicating those risks and mitigating strategies to the Owner.

Long Term Strategies - To gauge performance of long term objectives, strategy owners will present respective strategies along with performance metrics twice annually to the SET.
Management Structure

Station Management Team (SMT) – Executive Sponsor VP, Site; Chairman GM Plant

Responsible For:

Tactical actions and appropriate measure of long-term strategies in pursuit of the company mission and vision.

- Business Excellence – Owner Manager Finance
- Leadership – Owner GM HR, KTR & Organizational Development
- Performance Improvement – Owner Manager Performance Improvement
- Operations Performance – Owner Manager Operations
- Equipment Reliability – Owner GM Engineering
- Training Excellence – Owner Manager Training

Governance Over:

- Workforce Management Plan
- Cost Savings Initiatives (CSI)
- Management Performance Improvement Committee (MPIC) – Executive Sponsor GM Plant, Chairman, Manager Nuclear Professional Excellence. Overall responsibility for ensuring effective implementation of specific programs and processes that are integral to a strong nuclear safety culture, safe and effective personnel performance, and continuous performance improvement at the station.
- Spent Fuel Management Project – Assigned PM: Provides oversight to ensure that this significant project is delivered according to project schedule and budget.
- Fukushima Response – Assigned PM: Provides oversight to ensure that this significant project is delivered according to project schedule and budget.
- Emergency Response – EP Manager: Provides leadership and direction to ensure continuation of essential business functions in case of a hurricane; to cope with severe weather at STP; and to ensure an adequate level of preparedness for, and effective responses to, emergency situations at the station.
- Information Technology Governance Team – Chairman Director IT: Provides oversight to ensure IT strategies, projects, and processes support STP’s vision, mission, and goals.
- ALARA Review Committee – Chairman GM Plant: Reviews the site radiological performance and ensures that programs and major activities support the management commitment to maintain radiation exposures As Low As Reasonably Achievable (ALARA).

Subcommittee Reporting to SMT

- Outage Management Team – Executive Sponsor, GM Plant; Chairman, Manager Outage
- Plant Oversight Review Committee (PORC) – Executive Sponsor, GM Plant; Chairman Appointed by GM Plant (cannot be QA Manager)
- Reactivity Management Review Board – Sponsor, Manager Operations; Chairman, Dept Manager Operations
- Risk Assessment Expert Panel – Sponsor, GM Plant; Chairman, NFA Risk Manager
Plant Investment Committee – Executive Sponsor Senior VP, Operations; Chairman GM Engineering

Responsible For Establishing:

- Project Review Team/Plant Investment Plan – Evaluates and approves projects, and develops a multi-year portfolio required for station business success.

- Long-Term Asset Management Plan – Identify failure, degradation or aging mechanisms and vulnerabilities from which monitoring and mitigation long term actions are developed to address.

- Enterprise Risk Management Program - evaluate projects that pose Enterprise Risk and potential changes to design basis due to change consideration for external events and communicate such items to SET.
Plant Health Committee – Executive Sponsor GM Engineering; Chairman Manager System Engineer

Responsible For Establishing:

- System, Component, and Program Health – Considers system health, long range planning, obsolescence issues, and configuration management and provides disposition of identified issues; including assigning a process and obtaining alignment on importance and resources needed for resolution.
- Top Equipment Reliability Issues List – An active list that contains plant issues, which are significant equipment problems that have high impact (or the potential for high impact) on nuclear safety, material condition or plant power production.

Report periodically to the Plant Health Committee:

- Foreign Material Exclusion Steering Committee – Chairman Manager Maintenance: Ensures effective implementation of a preventative approach towards the FME program, training and resources.
- Preventive Maintenance (PM) Review Team – Chairman Supervisor System Engineer: Responsible for the oversight of the PM Program, the approval of new and changes to existing PM activities, and the continual PM Program optimization.
- Boric Acid Corrosion Control Program – Chairman as Appointed by Manager Systems Engineering. A comprehensive program to ensure external leakage of boric acid systems is identified, evaluated, and adequately addressed.

Receive Updates From:

- STP Transmission and Switchyard Subcommittee – Liaison appointed by work control manager: The subcommittee is comprised of voting members from each of the STP owners, and is responsible for approving and budgeting STP switchyard maintenance and modifications for equipment owned by the Transmission Services Provider. The STP liaison is a nonvoting member of the subcommittee and provides updates to the Plant Health Committee on the health of and activity plans for the switchyard.
Management Performance Improvement Committee (MPIC) – Executive Sponsor GM Plant; Chairman; Manager Nuclear Professional Excellence; Ad Hoc Chairman for Nuclear Safety Culture Quarterly Review Manager Human Resources.

Responsible For:

- Self-Assessment Review Board (SARB) – Station Self-Assessment Chairman Manager Nuclear Professional Excellence: Provides guidance for consistent performance of Self-Assessment activities.
- Condition Review Group (CRG) – Chairman Manager Nuclear Professional Excellence: Provides management oversight of the Corrective Action Program.
- Human Performance Management Team (HUMT) – Site Human Performance Chairman, Manager Nuclear Oversight: Provides continuous improvement in human performance (HU) using a defined set of HU measurements, and easily understood and applied tools.

Governance Over:

- Nuclear Safety Culture Monitoring Panel – Chairman Manager Human Resources: Monitors and assesses the process inputs most indicative of STP Nuclear Safety Culture health to identify potential issues or trends that merit additional attention.
- Integrated Performance Improvement – Program Owner Manager Performance Improvement: Provides direction for and oversight of integrated department and station performance assessment and improvement strategies.
- Change Management – Process Owner Manager Performance Improvement: Managerial tools and techniques that promote successful planning, communication and implementation of change to the degree necessary for successful change transition.
- INPO/WANO Plant Eval. Response & Readiness – Process Owner GM Plant: Overall responsibility for site readiness for INPO/WANO plant evaluations; including oversight of responses to Areas For Improvement and Performance Deficiencies; and performance of the Mid-Cycle Self-Assessment.

Subcommittee Reporting to MPIC:

- Safety Action Team – Chairman Supervisor Safety: Promotes personal safety awareness and responsibility by focusing on site specific safety issues and providing timely feedback to station personnel.
- Plant Status Control Steering Committee – Chairman Manager Operations: Facilitate continuous improvement in the Equipment Clearance Control and Plant Status Control Programs through oversight and review.