






Entergy Corporation

ETR NYSE

Utilities - Electric

Market Capitalization USD: **\$11,797.49 mm**

CONCERN LEVEL: AVERAGE

- 1 The CEO's total remuneration is within the typical market range for the relevant industry and market cap.
- 2 The ratio between the CEO's pay and the median pay of the other named executive officers is 3X or less.
- 3 The CEO's annual cash incentives rose or fell in line with annual performance.
- 4 The CEO received no more than one annual cash bonus this fiscal year.
- 5 The CEO's equity remuneration reflected the company's share price movement over the last five years.
- 6 The company only pays long-term incentives to the CEO for above median performance against a peer group. 
- 7 The company's dilution from equity incentives is 10 percent or less.
- 8 Unvested equity lapses when the CEO's employment is terminated. 
- 9 The CEO's potential cash severance payment is capped at two times annual cash remuneration.
- 10 The accrued benefits of the CEO's post-retirement income are within the typical market range for the relevant market cap bracket. 

CEO: J. Wayne Leonard

Age: 61

CEO Since: 1999

	2009	2010	2011
Base Salary	\$1,341,174	\$1,291,500	\$1,315,229
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$1,782,270	\$2,665,656	\$2,033,356
Benefits and Perquisites	\$200,040	\$104,185	\$65,061
TOTAL ANNUAL COMPENSATION	\$3,323,484	\$4,061,341	\$3,413,646
Increase in Post-Retirement Benefits	\$499,800	\$0	\$2,749,700
Stock Option Awards	\$1,492,500	\$1,807,650	\$803,600
Stock Awards	\$9,850,425	\$2,411,076	\$3,163,825
TOTAL COMPENSATION	\$15,166,209	\$8,280,067	\$10,130,771
Median of Other Named Executive Officers Total Compensation	\$2,673,313	\$3,082,852	\$3,135,260
Value Realized on Exercise of Stock Option	\$18,723,928	\$13,922,296	\$8,218,518
Value Realized on Vesting of Stock	\$5,275,618	\$132,116	\$3,482,000
TOTAL REALIZED EQUITY COMPENSATION	\$23,999,546	\$14,054,412	\$11,700,518

Proxy Date: 23 Mar 2012

Annual Meeting Date: 4 May 2012

Equity Reserves: 10.04%

Stock Option Run Rate: 0.22%

Entergy Corporation

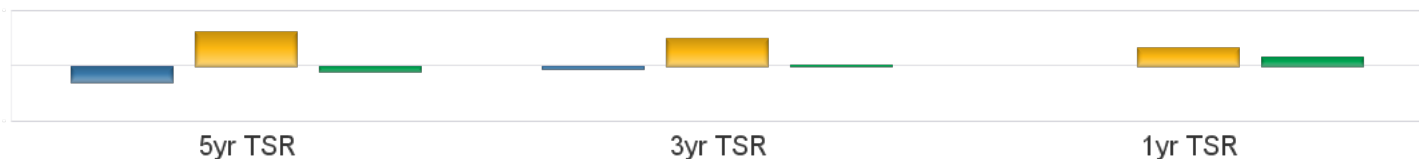
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Performance Comparison

■ S&P500 ■ Industry ■ ETR



Peer Comparisons (TRBC) =Utilities - Electric

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
ETR	Entergy Corporation	\$15,166,209	\$8,280,067	\$10,130,771	\$11,797,494,875
EXC	Exelon Corporation	\$12,210,448	\$9,418,399	\$11,716,004	\$28,216,940,926
DUK	Duke Energy Corporation	\$6,927,663	\$8,815,181	\$8,780,258	\$26,608,418,555
NEE	NextEra Energy, Inc.	\$14,756,417	\$13,560,217		\$22,794,331,437
FE	FirstEnergy Corp.	\$12,441,091	\$11,627,657		\$18,782,100,185
AEP	American Electric Power Company, Inc.	\$7,539,278	\$9,026,114	\$9,186,906	\$18,336,050,978
PEG	Public Service Enterprise Group Incorporated	\$8,715,970	\$9,233,814	\$4,377,156	\$16,883,624,713

To insure consistency, peer comparisons are based on a combination of TRBC Industry and Sector classifications and company market caps. Missing peer pay figures for 2011 are due to differences in company filing schedules.

Pay Peer Group

AES Corporation, Exelon Corporation, Ameren Corporation, FirstEnergy Corporation, American Electric Power Co. Inc., NextEra Energy, CenterPoint Energy Inc., Northeast Utilities, Consolidated Edison Inc., PG&E Corporation, Dominion Resources Inc., Progress Energy, Inc., DTE Energy Company, Public Service Enterprise Group, Inc., Duke Energy Corporation, Southern Company, Edison International, Xcel Energy.

Performance Peer Group

Philadelphia Utility Index

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Maureen Scannell Bateman	Chairman	68	Female	12	Outside Related
Alexis M. Herman	Member	64	Female	9	Outside
Garv W. Edwards	Member	70	Male	7	Outside
Stewart C. Mvers	Member	71	Male	3	Outside

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