SEC Form 3

FORM 3

UNITED STATES SECURITIES AND EXCHANGE COMMISSION Washington, D.C. 20549

OMB APPROVAL OMB Number: 3235-0104 Estimated average burden hours per response: 0.5

INITIAL STATEMENT OF BENEFICIAL OWNERSHIP OF SECURITIES

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940

	01 000101		the investment Company Act of 18							
1. Name and Address of Reporting Person [*] Gutierrez Mauricio	2. Date of Event Requiring Statement (Month/Day/Year) 03/03/2008		3. Issuer Name and Ticker or Trading Symbol <u>NRG ENERGY, INC.</u> [NRG]							
(Last) (First) (Middle) NRG ENERGY, INC. 211 CARNEGIE CENTER (Street) PRINCETON NJ 08540			4. Relationship of Reporting Pers (Check all applicable) Director X Officer (give title below) Sr VP, Commercial O	10% Owner Other (specify below)		5. If Amendment, Date of Original Filed (Month/Day/Year) 6. Individual or Joint/Group Filing (Check Applicable Line) X Form filed by One Reporting Person Form filed by More than One Reporting Person				
(City) (State) (Zip)										
'	Table I - Non	-Derivat	ive Securities Beneficially	y Owned						
1. Title of Security (Instr. 4)			. Amount of Securities 3. Owner eneficially Owned (Instr. 4) Form: Di or Indire (Instr. 5)		t (D) (Inst	lature of Indirect Beneficial Ownership tr. 5)				
Common Stock, par value \$.01 per share			14,268(1)	D						
le			e Securities Beneficially (ints, options, convertible		s)					
1. Title of Derivative Security (Instr. 4)	2. Date Exercisable and Expiration Date (Month/Day/Year)		1	ties	4. Conversion or	Form:	6. Nature of Indirect Beneficial Ownership (Instr. 5)			
	Date Exercisable	Expiration Date	n Title	Amount or Number of Shares	Exercise Price of Derivative Security	or Indirect (I) (Instr. 5)				
Non-Qualified Stock Options	08/01/2006 ⁽²⁾	08/01/201	Common Stock, par value \$.01 per share	1,000	19.4	D				
Non-Qualified Stock Options	05/31/2007 ⁽³⁾	05/31/2012	Common Stock, par value \$.01 per share	23,256	24.875	D				
Non-Qualified Stock Options	05/31/2009 ⁽⁴⁾	05/31/2012	Common Stock, par value \$.01 per share	34,884	24.875	D				
Non-Qualified Stock Options	01/03/2008 ⁽⁵⁾	01/03/2013	Common Stock, par value \$.01 per share	7,400	27.915	D				
Non-Qualified Stock Options	07/26/2008 ⁽⁶⁾	07/26/2013	Common Stock, par value \$.01 per share	22,000	37.73	D				
Non-Qualified Stock Options	01/02/2009 ⁽⁷⁾	01/02/2014	Common Stock, par value \$.01 per share	6,200	42.82	D				
Performance Units	08/01/2008	08/01/2015	Common Stock, par value \$.01 per share	4,000	(8)	D				
Performance Units	05/31/2009	05/31/2010	Common Stock, par value \$.01 per share	17,600	(9)	D				
Performance Units	05/31/2011	05/31/2010	Common Stock, par value \$.01 per share	17,600	(10)	D				
Performance Units	01/03/2010	01/03/2017	Common Stock, par value \$.01 per share	3,600	(11)	D				
Performance Units	07/26/2010	07/26/2017	Common Stock, par value \$.01 per share	11,000	(12)	D				
Performance Units	01/02/2011	01/02/2018	Common Stock, par value \$.01 per share	2,400	(13)	D				

Table II - Derivative Securities Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)									
1. Title of Derivative Security (Instr. 4)	2. Date Exerce Expiration Da (Month/Day/Y	ate	3. Title and Amount of Securities Underlying Derivative Security (Instr. 4)		4. Conversion or	Form:	6. Nature of Indirect Beneficial Ownership (Instr. 5)		
	Date Exercisable	Expiration Date	Title	Amount or Number of Shares		Direct (D) or Indirect (I) (Instr. 5)			

Explanation of Responses:

1. Represents Restricted Stock Units ("RSUs") issued to Mr. Gutierrez by NRG Energy, Inc. ("NRG") under NRG's Long-Term Incentive Plan. Each RSU is equivalent in value to one share of NRG's Common Stock, par value \$.01. Mr. Gutierrez will receive from NRG one such share of Common Stock, as follows: (i) 1,000 shares on August 1, 2008; (ii) 4,534 shares on May 31, 2009; (iii)800 shares on January 3, 2010; (iv) 2,800 shares on July 26, 2010; (v) 600 shares on January 2, 2011; and (vi) 4,534 on May 31, 2011.

2. Pursuant to the Grant Agreement by and between NRG Energy, Inc. and Mr. Gutierrez, the Stock Options vested and became exercisable as follows: 33 1/3% on August 1, 2006 and 33 1/3% on August 1, 2007. The remaining 33 1/3% will vest on August 1, 2008.

3. Pursuant to the Grant Agreement by and between NRG Energy, Inc. and Mr. Gutierrez, 33 1/3% of the Stock Options vested on May 31, 2007. The remaining balance will vest as follows: 33 1/3% on May 31, 2008 and 33 1/3% on May 31, 2009.

4. Pursuant to the Grant Agreement by and between NRG Energy, Inc. and Mr. Gutierrez, the Stock Options will vest and become exercisable as follows: 33 1/3% on May 31, 2009; 33 1/3% on May 31, 2010; and 33 1/3% on May 31, 2011.

5. Pursuant to the Grant Agreement by and between NRG Energy, Inc. and Mr. Gutierrez, 33 1/3% of the Stock Options vested on January 3, 2008. The remaining balance will vest as follows: 33 1/3% on January 3, 2009 and 33 1/3% on January 3, 2010.

6. Pursuant to the Grant Agreement by and between NRG Energy, Inc. and Mr. Gutierrez, the Stock Options will vest and become exercisable as follows: 33 1/3% on July 26, 2008; 33 1/3% on July 26, 2009; and 33 1/3% on July 26, 2010.

7. Pursuant to the Grant Agreement by and between NRG Energy, Inc. and Mr. Gutierrez, the Stock Options will vest and become exercisable as follows: 33 1/3% on January 2, 2009; 33 1/3% on January 2, 2010; and 33 1/3% on January 2, 2011.

8. Each Performance Unit will be paid out on August 1, 2008 if the average closing price of NRG Energy, Inc.'s Common Stock for the ten trading days prior to August 1, 2008 (the "Measurement Price") is equal to or greater than \$26.875 (the "Target Price"). The payout for each Performance Unit will be equal to: (i) one share of Common Stock, if the Measurement Price equals the Target Price" (ii) a prorated amount in between one and two shares of Common Stock, if the Measurement Price is equal to or greater than the Maximum Price"); and (iii) two shares of Common Stock, if the Measurement Price is equal to or greater than the Maximum Price.

9. Each Performance Unit will be paid out on May 31, 2009 if the average closing price of NRG Energy, Inc.'s Common Stock for the ten trading days prior to May 31, 2009 (the "Measurement Price") is equal to or greater than \$34.20 (the "Target Price"). The payout for each Performance Unit will be equal to: (i) one share of Common Stock, if the Measurement Price equals the Target Price; (ii) a prorated amount in between one and two shares of Common Stock, if the Measurement Price is greater than the Target Price but less than \$40.12 (the "Maximum Price"); and (iii) two shares of Common Stock, if the Measurement Price is equal to or greater than the Maximum Price.

10. Each Performance Unit will be paid out on May 31, 2011 if the average closing price of NRG Energy, Inc.'s Common Stock for the ten trading days prior to May 31, 2011 (the "Measurement Price") is equal to or greater than \$34.20 (the "Target Price"). The payout for each Performance Unit will be equal to: (i) one share of Common Stock, if the Measurement Price equals the Target Price; (ii) a prorated amount in between one and two shares of Common Stock, if the Measurement Price is greater than the Target Price Unit will be equal to or greater than \$40.12 (the "Maximum Price"); and (iii) two shares of Common Stock, if the Measurement Price is equal to or greater than the Maximum Price.

11. Each Performance Unit will be paid out on January 3, 2010 if the average closing price of NRG Energy, Inc.'s Common Stock for the ten trading days prior to January 3, 2010 (the "Measurement Price") is equal to or greater than \$38.095 (the "Target Price"). The payout for each Performance Unit will be equal to: (i) one share of Common Stock, if the Measurement Price equals the Target Price; (ii) a prorated amount in between one and two shares of Common Stock, if the Measurement Price is greater than the Target Price but less than \$44.74 (the "Maximum Price"); and (iii) two shares of Common Stock, if the Measurement Price is equal to or greater than the Maximum Price.

12. Each Performance Unit will be paid out on July 26, 2010 if the average closing price of NRG Energy, Inc.'s Common Stock for the ten trading days prior to July 26, 2010 (the "Measurement Price") is equal to or greater than \$51.63 (the "Target Price"). The payout for each Performance Unit will be equal to: (i) one share of Common Stock, if the Measurement Price signater than \$60.62 (the "Maximum Price"); and (iii) two shares of Common Stock, if the Measurement Price is greater than the Target Price but less than \$60.62 (the "Maximum Price"); and (iii) two shares of Common Stock, if the Measurement Price is equal to or greater than the Maximum Price.

13. Each Performance Unit will be paid out on January 2, 2011 if the average closing price of NRG Energy, Inc.'s Common Stock for the ten trading days prior to January 2, 2011 (the "Measurement Price") is equal to or greater than \$60.16 (the "Target Price"). The payout for each Performance Unit will be equal to: (i) one share of Common Stock, if the Measurement Price equals the Target Price; (ii) a prorated amount in between one and two shares of Common Stock, if the Measurement Price is greater than the Target Price but less than \$70.35 (the "Maximum Price"); and (iii) two shares of Common Stock, if the Measurement Price is equal to or greater than the Maximum Price.

Remarks:

/s/ Mauricio Gutierrez 0

** Signature of Reporting Person Date

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

* If the form is filed by more than one reporting person, see Instruction 5 (b)(v).

** Intentional misstatements or omissions of facts constitute Federal Criminal Violations See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, see Instruction 6 for procedure.

Persons who respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB Number.

<u>03/05/2008</u>

February 28, 2008

POWER OF ATTORNEY

KNOW ALL BY THESE PRESENTS, that the undersigned hereby constitutes and appoints each of David Crane, J. Andrew Murphy, Tanuja M. Dehne and Brian Curci, signing singly, the undersigned's true and lawful attorney-in-fact to: (i) execute for and on behalf of the undersigned, in the undersigned's capacity as an officer and/or director and/or owner of greater than 10% of the outstanding Common Stock of NRG Energy, Inc., a Delaware corporation (the "Company"), Forms 3, 4, and 5 in accordance with Section 16(a) of the Securities Exchange Act of 1934 and the rules thereunder; (ii) do and perform any and all acts for and on behalf of the undersigned which may be necessary or desirable to complete and execute any such Form 3, 4, or 5 and timely file such form with the United States Securities and Exchange Commission and any stock exchange or similar authority, including the New York Stock Exchange; and (iii) take any other action of any type whatsoever in connection with the foregoing which, in the opinion of such attorney-in-fact, may be of benefit to, in the best interest of, or legally required by, the undersigned, it being understood that the documents executed by such attorney-in-fact on behalf of the undersigned pursuant to this Power of Attorney shall be in such form and shall contain such terms and conditions as such attorney-in-fact may approve in such attorney-in-fact's discretion.

The undersigned hereby grants to each such attorney-in-fact full power and authority to do and perform any and every act and thing whatsoever requisite, necessary, or proper to be done in the exercise of any of the rights and powers herein granted, as fully to all intents and purposes as the undersigned might or could do if personally present, with full power of substitution or revocation, hereby ratifying and confirming all that such attorney-in-fact's substitute or substitutes, shall lawfully do or cause to be done by virtue of this power of attorney and the rights and powers herein granted. Each of the undersigned acknowledges that the foregoing attorneys-in-fact, in serving in such capacity at the request of the undersigned, are not assuming, nor is the Company assuming, any of the undersigned's responsibilities to comply with Section 16 of the Securities Exchange Act of 1934.

This Power of Attorney shall remain in full force and effect until the undersigned is no longer required to file Forms 3, 4, and 5 with respect to the undersigned's holdings of and transactions in securities issued by the Company, unless earlier revoked by each of the undersigned in a signed writing delivered to the foregoing attorneys-in-fact.

IN WITNESS WHEREOF, the undersigned have caused this Power of Attorney to be executed as of date first written above.

Mauricio Gutierrez

/s/Mauricio Gutierrez