

Memorandum of Understanding
Between
Tennessee Valley Authority
And the
Engineering Association, Inc.
Regarding


College Recruitment, S-7:B-5(e)

Tennessee Valley Authority (TVA) and the Engineering Association, Inc. (EA), agree to the following application of the language of S-7:B-5(e), concerning the filling of positions through college recruitment without posting the vacancy:


1. An external applicant or internal employee applicant is only eligible once per degree for college recruitment under the provisions of S-7:B-5(e).
2. After an individual under the provisions of S-7:B-5(e) has entered a college recruit position, if TVA determines the employee would be better matched to a different college recruitment position, TVA may offer that position to the employee, provided the offer is made within four years from the date of the applicable degree, or within one year of the employee's entry into the first college recruit position, whichever is later.
3. TVA will notify the central office of the EA when offers are extended and accepted under this Memorandum of Understanding.

This Memorandum of Understanding is for the limited purposes contained herein and shall not be used as a precedent in any other circumstances.

Approvals


 Petyon T. Hairston, Jr.
 Senior Vice President
 Employee Relations and Diversity

3/8/06
 (date)


 Gay Helson
 Valley-Wide President
 Engineering Association, Inc.

3-10-06
 (date)