Memorandum of Understanding between Tennessee Valley Authority and the Engineering Association, Inc. regarding Technology and Innovation Assessments

Tennessee Valley Authority (TVA) and the Engineering Association, Inc. (EA), agree to a oneyear pilot program to utilize the use of technical assessments for the purposes of providing objective input in determining technical aptitude for external candidates and internal employees:

- If an applicant applies on a position that is outside of their current technical scope of work, a technical assessment may be performed to determine ability to perform the work of the position in which they have applied;
- If an applicant applies on a vacant position with a mid-point of at least 10% above their current mid-point;
- Anonymously used to determine training gaps for groups of employees.

In addition, the parties agree that technical assessments will not be used for:

- Employees applying on lateral or a like-technology position;
- Assessment of skills in current position;
- Performance Management.

Upon completion of this pilot program, the parties agree to meet and evaluate the use of technical assessments.

This MOU is for the limited purposes contained herein and shall not be used in any other organization. Upon the expiration of this pilot program, this MOU may be cancelled by either party with written notice of cancellation to the other party at least 90 days in advance of effective date.

/ 09/02/2021

(date)

Will Trumm Director Employee & Labor Relations Tennessee Valley Authority

Henson 9-1-2021

Gay Henson Valley-Wide President Engineering Association, Inc.