

**Memorandum of Understanding  
between  
Tennessee Valley Authority  
and the  
Engineering Association, Inc.  
Regarding  
Competitive Areas**

Tennessee Valley Authority and the Engineering Association, Inc., agree that effective March 7, 2014, Supplementary Agreement 10:C, Competitive Areas, shall be revised and replaced as follows:


**C. Competitive Areas**

The following organizational units are competitive areas:

1. Office of the Chief Executive Officer
2. Inspector General
3. General Counsel
4. Operations, not including recognized competitive areas within the Operations organization. Within the Operations organization, the following are separate competitive areas:
  - A. Nuclear Power Group, not including recognized competitive areas within the Nuclear Power Group organization. Within the Nuclear Power Group organization, the following are separate competitive areas:
    1. Watts Bar Nuclear (WBN) Operations and Construction, not including recognized competitive areas within the WBN Operations and Construction organizations. Within the WBN Operations and Construction organization, the following are separate competitive areas:
      - a. Watts Bar Nuclear Plant Site Vice President
      - b. Bellefonte Nuclear Plant
    2. Nuclear Operations, not including recognized competitive areas within the Nuclear Operations organizations. Within the Nuclear Operations organization, the following are separate competitive areas:
      - a. Browns Ferry Nuclear Plant Site Vice President
      - b. Sequoyah Nuclear Plant Site Vice President
    3. Engineering and Technical Services, not including recognized competitive areas within the Engineering and Technical Services organization. Within the Engineering and Technical Services organization, the following are separate competitive areas:
      - a. Nuclear Engineering
      - b. Nuclear Projects

4. Nuclear Support Services, not including recognized competitive areas within the Nuclear Support organization. Within the Nuclear Support Services organization, the following are separate competitive areas:
        - a. Nuclear Support
        - b. Nuclear Licensing
        - c. Nuclear Functional Area & Outage Governance
      5. Nuclear Oversight
    - B. Power Operations, not including recognized competitive areas within the Power Operations organization. Within the Power Operations organization, the following is a separate competitive area:
      1. Coal and Gas Services
    - C. River Operations
    - D. Transmission, not including recognized competitive areas within the Transmission organization. Within the Transmission organization, the following are separate competitive areas:
      1. Right-of-Way & Meter Management
      2. Transmission Construction & Maintenance
      3. Telecom & Control Systems
      4. Transmission Programs & Regulatory Compliance
      5. Transmission Engineering
      6. Transmission Operations & Power Supply
    - E. Operations Support, not including recognized competitive areas within the Operations Support organization. Within the Operations Support organization, the following are separate competitive areas:
      1. Inspection, Testing, Monitoring, and Analysis
      2. Power Service Shops (Muscle Shoals Operations)
      3. Technical Training
      4. Equipment Support Services
      5. Generation Engineering
    - F. Environment
    - G. Projects
  5. External Relations, not including recognized competitive areas within the External Relations organization. Within the External Relations organization, the following are separate competitive areas:
    - a. Economic Development
    - b. Customer Resources
    - c. Government Relations
    - d. Stakeholder Relations

6. Shared Services, not including recognized competitive areas within the Shared Services organization. Within the Shared Services organization, the following are separate competitive areas:
- a. Natural Resources & Real Property Services
  - b. Supply Chain and Facilities, not including recognized competitive areas within the Supply Chain and Facilities organization. Within the Supply Chain and Facilities organization, the following is a separate competitive area:
    - 1) Facilities Management
  - c. TVA Police & Emergency Management
  - d. Safety & Health
  - e. Information Technology
7. Human Resources & Communications, not including recognized competitive areas within the Human Resources & Communications organization. Within the Human Resources & Communications organization, the following are separate competitive areas:
- a. Communications
  - b. Human Resources
  - c. Labor Relations
  - d. Compensation and Benefits
  - e. Organizational Effectiveness
8. Financial Services, not including recognized competitive areas within the Financial Services organization. Within the Financial Services organization, the following are separate competitive areas:
- a. Pricing & Contracts
  - b. Corporate Accounting
  - c. Finance
  - d. Treasury
  - e. Enterprise Planning
  - f. Operational and Regulatory Assurance
  - g. Financial Operations & Performance

 3-7-14

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 3/6/14

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