

August 30, 1996

GARY L FISER [REDACTED]

ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain PROGRAM MGR , M. 08, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

Option 1 - Resign Your TVA Employment:

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. *(Note: Please use attached Resignation Form if you elect this option.)*

Option 2 - Be Assigned to TVA Services (TVAS):

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF)-notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.


Supervisor

cc: J. E. Boytes, LP 3A-C
N. C. Lindsey, LP 3B-C
Central Payroll, WT 5D-K
TVA Services, WT 3D-K
Personnel Microrecords, ET 6B-K