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OFFICE OF THE SECRETARY
RULEMAKINGS AND
ADJUDICATIONS STAFF

August 5, 1996

Ronald O. Grover, BR 5D-C

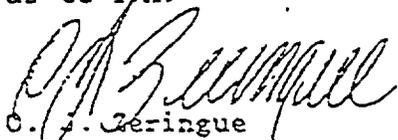
LOAN ASSIGNMENT TO INSTITUTE OF NUCLEAR POWER OPERATIONS, INC. (INPO)

This is to confirm that you will be on a loaned assignment to INPO beginning in September 1996 for a duration of up to two years.

This assignment is expected to enhance your development in nuclear plant operations in areas outside of your expertise. Upon your completion of the assignment, it is the intention of TVA that you return to a position comparable to your current level in Nuclear Operations for a two year development period. During this two year period, you will receive assignments intended to continue your progress in TVA Nuclear (TVAN). This may involve senior reactor operator certification and plant site assignments. You will be assigned a mentor to serve as a TVAN link and assist in establishing a comprehensive individual development plan for your return. You should contact your mentor approximately six months before your expected return to begin this process.

A Memorandum of Understanding will be drawn up and agreed to by TVA and INPO to cover the specific arrangements and terms and conditions of the contract.

We hope this assignment will be successful and beneficial to you as well as to TVA.



O. J. Zeringue
Senior Vice President
Nuclear Operations
LP 6A-C

BGE:DL

cc: J. E. Boyles, LP 3A-C
T. J. McGrath, LP 3B-C
W. C. McArthur, BR 5D-C
P. L. Reynolds, LP 3B-C

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TVA Exh. 31

Enclosure 2 .

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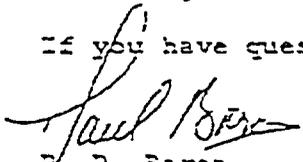
August 8, 1996

E. G. Wallace, SR 3A-C

TVA-INSTITUTE OF NUCLEAR POWER OPERATIONS (INPO) LOANED EMPLOYEE LETTER
OF AGREEMENT FOR RONALD O. GROVER

Please prepare a letter of agreement between TVA and INPO with the attached Memorandum of Understanding (TV-59924A) to assign Ronald O. Grover, Technical Manager, Corporate Chemistry and Environmental Protection, Nuclear Group, to INPO on a full-time basis as a Chemistry peer evaluator. The assignment period will begin on September 16, 1996, and will end 15 months thereafter unless extended by mutual agreement of the parties.

If you have questions, please contact Linda A. Moore at extension 7499.


P. R. Baron
General Manager
Nuclear Assurance and Licensing
BR 4J-C

TWO:PFC:LAM:BJG

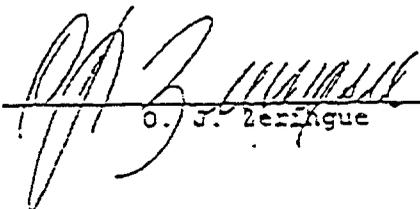
Attachment

cc (Attachment):

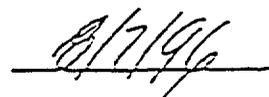
T. J. McGrath, LP 3B-C

RIMS, CST 13B-C

Approved


O. J. Zerlingue

Date


8/17/96

AF000034



AUG 28 1996

Contact No. TV-32804W

Tennessee Valley Authority, 1101 Market Street, Chattanooga Tennessee 37402-2901

Mr. George Felgate, Director of Personnel
Institute of Nuclear Power Operations
700 Gallena Parkway
Atlanta, Georgia 30339-5557

Dear Mr. Felgate:

This letter is to record the agreement between the Tennessee Valley Authority (TVA) and the Institute of Nuclear Power Operations (INPO) under which Ronald O. Grover, an employee of TVA Nuclear, will provide assistance to INPO as a Chemistry peer evaluator. This agreement is entered into pursuant to Supplement No. 1 to the Memorandum of Understanding (TV-59924A) between TVA and INPO, the terms and conditions of which are incorporated herein by reference.

Mr. Grover will be assigned to INPO on a full-time basis for the period beginning on or about September 16, 1996, and ending fifteen months thereafter unless extended by mutual agreement of the parties.

INPO will pay a per diem of \$75 per day, seven days per week for the duration of the assignment. Moreover, INPO will reimburse TVA for additional travel expenses such as, but not limited to, transportation, lodging, and subsistence for each day the loaned employee conducts business travel for INPO away from the local commuting area of Atlanta, Georgia, during the loan period. Such expenses shall be computed and paid in accordance with applicable TVA travel regulations, which TVA pays directly to the loaned employee. When it is necessary to the overall conduct of INPO business and infeasible for the loaned employee to arrange his own travel, INPO may provide transportation, lodging, and subsistence in kind for the loaned employee conducting such business travel for INPO. Under no circumstances shall INPO make any payments directly to the loaned employee.

As agreed, INPO shall reimburse TVA within thirty (30) days after the receipt of an invoice submitted not more often than monthly for the above mentioned costs.

INPO shall pay TVA interest, at the rate payable by TVA under the Prompt Payment Act (31 U.S.C. §§ 3901-3906), on any overdue amount. Interest shall run from the date payment is due under this agreement until the date TVA receives payment or the date the remittance is postmarked, whichever is earlier. Payment of interest shall be due thirty (30) days after TVA's invoice for such interest is dated.

INPO shall not offer or give, directly or indirectly, to any officer, employee, special Government employee, or agent of TVA, any gift, gratuity, favor, entertainment, loan, or any other thing of monetary value except as provided in 5 C.F.R. Pt. 2635, subpt. E. Breach of this provision shall constitute a material breach of this agreement.

If the foregoing accurately reflects our agreement, please arrange for acceptance by INPO in the space provided below and return the two copies to me at 3A Blue Ridge Place, Chattanooga, Tennessee 37402-2901. The original is for your files.

Sincerely,

E. G. Wallace, Manager
Acquisition

Accepted and approved this 30 day of August 1996.

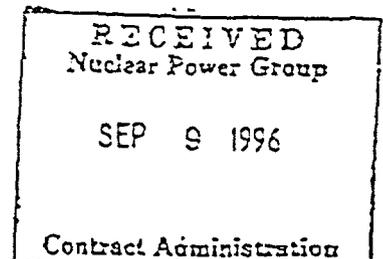
INSTITUTE OF NUCLEAR POWER OPERATIONS

By C. J. [Signature]
Title VP Admin

Enclosures

g:\users\jwd\grover

AF000035



10/02/97

LOANED EMPLOYEE PROGRAM OVERVIEW

Individuals loaned from member utilities and participants have made a significant and essential contribution to the operation of the Institute of Nuclear Power Operations. Loaned personnel have contributed to each of INPO's technical divisions.

Since INPO's activities impact all of its members, it is vitally important that each product and each program be of the highest quality. In order for its products and programs to be most useful and acceptable, they must have a strong input from professionals who have considerable and current industry experience. Each product and program must have the "peer hallmark" if it is to gain wide acceptance. INPO is highly dependent on its on-loan employees for each of these factors--the quality, the usefulness, and the acceptance of its products and programs.

INPO needs on-loan personnel who are professionals of proven performance and who have a bright future career in their parent organization. INPO should be considered a stepping-stone to positions of greater responsibility in the parent organization. The quality of the on-loan personnel assigned to INPO has a major influence on INPO's ability to meet its obligations to member utilities and participants. As the foremost example, if the on-loan evaluator is not viewed as a proven top performer by the personnel at a station being evaluated, it is difficult for the station personnel to accept their recommendation for improvement. While the effectiveness and credibility of the evaluation and assistance program are strongly dependent on the quality of on-loan personnel, other less visible INPO activities are also highly dependent.

Experience has shown that on-loan personnel benefit considerably from an on-loan assignment. The primary benefit to the individual is the development of a broader perspective of the nuclear industry and a greater appreciation of the need for and achievability of excellence in a broad range of activities related to nuclear station operation. A previous loaned employee stated (in an interview for a company magazine article), "Individuals gain a real perspective of the levels of excellence that can be achieved." In addition, the individual realized other benefits including the following:

- exposure to areas of nuclear station management and operation outside their previous experience
- professional growth through involvement in the specific INPO programs(s)
- improvements in managerial capabilities through association with other experienced, top professionals with considerable management experience
- establishment of professional contacts within INPO and throughout the nuclear industry
- the personal satisfaction of making a contribution to the nuclear industry beyond their parent utility

For these reasons, INPO is striving to acquire the highest quality professionals for its on-loan program. We believe this program benefits our members and participants, not only in the immediate payback through improved work by INPO, but as a long-term investment for the individual utility or other organization.

AF000036

ROG

J144

April 22, 1996

T. J. McGrath, LP 3B-C

INPO LOANEE PROGRAM

I would like to submit my name for the INPO Loanee Program. Please advise as to the procedure to follow.



R. O. Grover
Manager, Chemistry and
Environmental Protection
BR 5D-C

ROG:SME
cc: Phil Reynolds, LP 3B-C

wwrog-inpo