

H. KEITH FOGLEMAN



**WORK EXPERIENCE:**

July 1978 to Present Tennessee Valley Authority (TVA)

June 2001 to Present Senior Manager, Human Resource Operations  
Chattanooga, Tennessee

Manage the Human Resource organization in developing and implementing strategic Human Resource initiatives for 10,000 employees in the four major TVA business units (Fossil Power, Nuclear Power, River System (hydro), Transmission Power Supply).  
Serve as the senior representative in developing labor relations strategy for union negotiations. Facilitate Winning performance workshops utilized to shape TVA's culture and emphasize each employee's contribution to TVA's business objectives. Serve as Human Resource Advisor to the Chief Nuclear Officer.

December 1999 to June 2001 Nuclear Human Resource (HR) General Manager  
Chattanooga, Tennessee

Responsible for the development and implementation of overall HR programs in TVA Nuclear in the areas of day to day HR service, workforce planning, education and development programs, labor relations, compensation and health and safety. Ensured consistent application of HR programs throughout TVAN. Served as lead negotiator for Multi-Skill agreement and Chief Operating Officer Training Plan with Trades and Labor (T&L) Council. Involvement in NEI Benchmarking process resulted in four best practices and recognition of TVAN HR as Nuclear industry leader.

January 1997 to December 1999 Labor Relations Senior Consultant, Nuclear  
Chattanooga, Tennessee

Responsible for the strategic Labor Relations direction for TVA Nuclear, in the areas of contract negotiations, union compensation and classification plans, complaint handling and contract implementation and administration. Served as primary TVAN representative in T&L and Engineering Association (EA) contract negotiations that resulted in revised labor contracts and EA wage structure. Lead TVAN's portion of EA classification restructure project. Served on an interim basis as acting Senior Staffing Consultant responsible for staffing, management compensation and classifications, and HR reporting.

April 1993 to January 1997 Labor Relations Manager, Nuclear  
Chattanooga, Tennessee

Managed Nuclear Labor Relations staff which was responsible for the comprehensive labor relations programs. Responsibilities included administration of three labor contracts involving 12 labor unions, complaint handling, training, contract and wage negotiations, and discipline administration. Responsible for initiatives that reduced grievances and complaints and reward programs for sick leave reduction.

CLEAR REGULATORY COMMISSION

Docket No. 01-791-01 Official Exh. No. TVA 142  
In the matter of TVA  
Staff \_\_\_\_\_ IDENTIFIED   
Applicant \_\_\_\_\_ RECEIVED   
Intervenor \_\_\_\_\_ REJECTED   
Withdrawer \_\_\_\_\_ WITHDRAWN \_\_\_\_\_  
DATE 9-11-02 Witness Fogleman  
Clerk R. Davis

DOCKETED  
USNRC

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OFFICE OF THE SECRETARY  
RULEMAKINGS AND  
ADJUDICATIONS STAFF



March 1989 to  
April 1993

**Human Resource Officer**  
TVA, Watts Bar Nuclear Plant, Spring City, Tennessee, and  
Sequoyah Nuclear Plant, Soddy Daisy, Tennessee

Responsible for complete human resource functions for several plant departments. Responsible for the overall site labor relations program including training, complaint resolution, contract administration and case presentation in appeal procedures. Administered site Fitness for Duty Program. Served as principal advisor to employees for retirement benefits.

December 1987 to  
March 1989

**Labor Relations Officer**  
TVA, Nuclear Power Labor Relations Staff, Chattanooga, Tennessee

Reviewed and analyzed grievances for decisions by the Manager of Nuclear Power. Advised and assisted management and site human resource offices with application of labor contracts. Represented management in grievance, EEOC and state unemployment hearings. Conducted management development training.

July 1978 to  
December 1987

Began in the Construction Management Trainee program; then spent three months working on the Construction Labor Relations staff as an introduction to TVA labor issues. In October 1978, was assigned to the Hartsville Construction project. Worked for the construction superintendent as an interface with engineering and document control to ensure that the construction workforce had appropriate drawings and work orders in the field. In October 1979, was assigned to handle labor relations and personnel issues for the craft workforce and continued in that role until being transferred to the Bellefonte Nuclear Construction Project in 1983. At Bellefonte, focused primarily on Labor Relations and personnel issues for the construction workforce. In June 1986, transferred to Browns Ferry Nuclear Plant in the Modifications Group. Worked on various labor and personnel issues and managed a procedures and training group. Also served on a Serious Accident Investigation team for the Browns Ferry drywell fire.

**EDUCATION:**

BS, Industrial Technology, East Tennessee State University,  
Johnson City, Tennessee, March 1978

Nashville Night Law School, Nashville, Tennessee  
September 1982 to June 1983