

DOCKETED
USNRC

BEFORE THE UNITED STATES
NUCLEAR REGULATORY COMMISSION

2003 MAR -3 AM 11:15

OFFICE OF THE SECRETARY
RULEMAKINGS AND
ADJUDICATIONS STAFF

OFFICE OF INVESTIGATIONS
REGION II
Case No. 2-1998-013

DECLARATION OF ALICE L. GREENE

Alice L. Greene subscribes and declares:

1. I am currently employed by the Tennessee Valley Authority (TVA) as the Manager of the Employee Service Center (ESC) in the Shared Resources organization of the corporate Human Resources (HR) organization, a position I have held since July of 1997. I have been employed by TVA since 1980. The responsibilities of my position include managing the custody of the official personal history records (PHRs) of TVA employees. I have official knowledge of the matters stated herein.

2. Until some time in 1995 employee PHRs were microfilmed and maintained on microfiche. Beginning in 1995, PHRs of employees who were on the payroll at that time were electronically imaged and stored on optical disk. The electronic imaging and retrieval system is known as the Personnel Records Information/Imaging System (PRIS). The microfiche that was previously used is still maintained. Any new personnel records generated after PRIS became operational are only imaged and not microfilmed; paper copies of such records are disposed of after being imaged. Thus, depending on an individual's dates of employment, the official PHR may include microfilmed documents, imaged documents, or a combination of both.

TVA Exh. 39

AF000588

NUCLEAR REGULATORY COMMISSION

License No. 50-390 CUP Official Ex. No. IVA-39

In the matter of IVA

Staff IDENTIFIED ✓

Applicant ✓ RECEIVED ✓

Intervenor REJECTED

Other WITHDRAWN

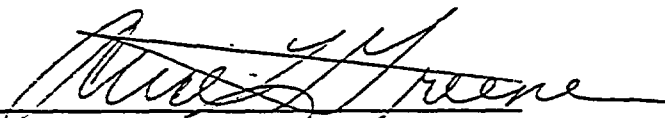
DATE 6/20/02 Witness

Clerk J. M. Lee

3. Attached hereto as Exhibits A, B, C, and D are the PHRs maintained by ESC for Wilson C. McArthur, Gary L. Fiser, Sam L. Harvey III, and Ronald O. Grover.

Pursuant to 28 U.S.C. § 1746 (1994), I declare under penalty of perjury that the foregoing is true and correct.

Executed on this 26th day of February 1999.




Alice L. Greene

000059288

AF000589

OCCUPATIONAL EXPOSURE REPORT FOR A MONITORING PERIOD

1. NAME (LAST, FIRST, MIDDLE INITIAL) MCARTHUR, WILSON C [REDACTED]				21. COMMENTS: 1) ANNUAL INDIVIDUAL FORMS AS REPORTED TO THE NRC			
2. IDENTIFICATION NUMBER [REDACTED]		3. ID TYPE SSN		4. SEX MALE <input checked="" type="checkbox"/> FEMALE <input type="checkbox"/>		5. DATE OF BIRTH [REDACTED]	
7. LICENSEE NAME & ADDRESS TENNESSE VALLEY AUTHORITY SEQUOYAH NUCLEAR PLANT P.O. BOX 2000 SODDY-DAISY, TN 37379 (615)843-6505				8. LICENSEE NUMBER(S) DPR-77, 79		6. MONITORING PERIOD 1994	
				9A. RECORD <input checked="" type="checkbox"/> ESTIMATE <input type="checkbox"/>		9B. ROUTINE <input checked="" type="checkbox"/> PSE <input type="checkbox"/>	
INTAKES				DOSES (IN REM)			
10A. RADIONUCLIDE	10B. CLASS	10C. MODE	10D. INTAKE				
NR	NR	NR	NR	DEEP DOSE EQUIVALENT (DDE)		11. ND	
XXXXXXXXXX LAST ITEM XXXXXXXXXXXXX				EYE DOSE EQUIVALENT TO THE LENS OF THE EYE (LDE)		12. ND	
				SHALLOW DOSE EQUIVALENT, WHOLE BODY (SDE, WB)		13. ND	
				SHALLOW DOSE EQUIVALENT, MAX EXTREMITY (SDE, ME)		14. ND	
				COMMITTED EFFECTIVE DOSE EQUIVALENT (CEDE)		15. NR	
				COMMITTED DOSE EQUIVALENT MAXIMALLY EXPOSED ORGAN (CDE)		16. NR	
				TOTAL EFFECTIVE DOSE EQUIVALENT (BLOCKS 11 + 15) (TEDE)		17. ND	
				TOTAL ORGAN DOSE EQUIVALENT (BLOCKS 11 + 16) (TODE)		18. NR	
19. SIGNATURE OF DESIGNEE 				20. DATE SIGNED 4/11/95		REPORT DATE/TIME 03/09/95 16:10:01	

TVA 40473 (05/93) THIS REPORT IS FURNISHED TO YOU UNDER THE PROVISIONS OF THE NUCLEAR REGULATORY COMMISSION REGULATIONS 10CFR19. YOU SHOULD PRESERVE THIS REPORT FOR FURTHER REFERENCE.

AF000590

POSITION DESCRIPTION

PD NO. 960379

Name Wilson C. McArthur Social Security Number [REDACTED]

Position Title Corporate Radiological & Chemistry Control Manager Pay Group or Schedule/Grade PG-SR

Location Chattanooga Effective Date 6/17/96

Organization Titles:

Group TVA Nuclear Incumbent's Signature W.C. McArthur

Operations Nuclear Operations Supervisor's Signature T.J. McGrath

Division Operations Support HRM/HRO's Signature Donald E. Nixon

Department Corporate Radiological & Chemistry Control Reports to (Title) D. E. Nixon

Section Operations Support General Manager

FOR COMPENSATION PLANNING AND ANALYSIS USE ONLY

POSITION EVALUATION: EVALUATION DATE: 3/11/96 CP&A REVIEWER INITIALS: cjh

F33	528	F4 (50)	264	E3P	304	1096	48-24-28	+1
K-H Slot	K-H Pts	P-S Slot	P-S Pts	Acct Slot	Acct Pts	Total Pts	Profile	Profile

Approved Job Title: Manager Schedule/Pay Grade: PG-SR

Organization Code: Job Code: 2186

Supervisory Code: Y

Function Code: P42

POSITION PURPOSE:

Provides technical direction for TVAN's Radiological Control, Chemistry Control/Environmental Protection, and Radwaste programs to ensure that all operations, maintenance, modifications, and engineering activities are conducted in a radiological safe manner, protect plant systems and equipment, and protect the environment.

Responsible for technical direction and project management activities in support of nuclear power plant sites to ensure that Radiological Control, Chemistry Control/Environmental Protection, and Radwaste activities meet industry and regulatory expectation and are conducted in a manner that protects the individuals and the Agency.

Directs and provides technical expertise for the operation of exposure records program and in radiation litigation minimization program that meets or exceeds industry expectations.

Directs the operations of the TVA Environmental Radiological Monitoring and Instrumentation (ERM&I) program that provides portable instrument repair and calibration, environmental monitoring, source preparation, and conducts special studies for TVAN. Develops and directs the outside business efforts of the ERM&I organization.

DIMENSIONS: (On page 2)

Distribution: Original - Human Resources Microrecords Unit, Knoxville
Copy - Operations Organization (as needed)
Copy - Central Office of Union Having Jurisdiction
Copy

POSITION TITLE: Corp Radiological & Chemistry Control Mgr PD NO. 960379
NAME Wilson C. McArthur SSN [REDACTED] EFFECTIVE DATE 6/17/96
(First) (Middle) (Last)

DIMENSIONS:

Employees:

Management/Professional/Technical = 10

Clerical/Technical Support = 14
24

Budget

Annual Operating Budget approximately \$4 million

Other Examples:

Number of annual projects managed - 50

Specialists handle projects of typical size - \$50,000 - \$2 million

Administers radwaste and technician contracts for sites that total up to \$7 million annually

Responsible for the ERM&I facility and equipment with a value of \$5 million

Responsible for the nuclear power portable radiological control instrument inventory of 5,300 instruments with a value of \$2.5 million

PRINCIPAL ACCOUNTABILITIES:

Provide expert technical direction to TVAN, with a focus on the nuclear plant sites, for Radiological Control, Chemistry Control/Environmental Protection, and Radwaste. Functions include:

Technical Support:

Short-Term—Provide technical direction and troubleshooting to resolve technical problems that affect the operability of the Radiological Control, Chemistry Control, Radwaste, and Environmental Protection programs for TVAN.

Long-Term—Provide technical direction and management for generic problems that affect TVA programs in Radiological Control, Chemistry Control, Radwaste, and Environmental Research.

Programmatic Direction:

Provide technical expertise to develop and maintain standards for Radiological Control, Chemistry Control, Radwaste and Environmental Protection for TVAN.

Benchmarking/Standardization:

Responsible for working with other utilities and professional groups to ascertain the best industry practices and implementing these practices at TVAN in the areas of Radiological Control, Chemistry Control, Environmental Protection, and Radwaste

Responsible for assuring consistency of practices (standardization) in Radiological Control, Chemistry Control, Environmental Protection, and Radwaste at TVAN.

Site Technical/program Evaluations:

Direct and provide expert technical assessments of nuclear site operations and programs on Radiological Control, Chemistry, Environmental Protection, and Radwaste.

Provide expert senior level technical input to the President TVAN and the TVAN executives and managers in Radiological Control, Chemistry Control, Environmental Protection, and Radwaste.

Provide management direction and be accountable for the operations of the Environmental Radiological Monitoring and Instrumentation (ERM&I) facility including the non-TVAN business portion of the operation. Responsibilities include:

Direct the instrument services program for calibration, repair, and inventory of portable RadCon instrumentation (approximately 5,300 instruments).

Direct the TVAN-wide environmental radiological monitoring program.

Direct the radioanalytical technical support services required to support the sites (i.e., 10CFR61, iron and strontium analyses).

Market and secure outside TVA business for the above listed services through a comprehensive business plan developed to assure that ERM&I can cover costs.

Provide senior management and the sites with expert technical direction in the handling, transportation, and disposal of low-level radioactive waste.

Provide expert technical direction to the Southeastern Compact Generators Group (SEGG) to ensure that TVAN has the necessary low-level radioactive waste disposal facilities now and in the future.

Serve as the principal point of contact for TVAN's Work Agreements with the Resource Group. Accountable for assuring that the product is cost effective.

POSITION TITLE: Corp Radiological & Chemistry Control Mgr

PD NO.

960379

NAME

SSN

EFFECTIVE DATE

6/17/96

(First) (Middle) (Last)

PRINCIPAL ACCOUNTABILITIES (Continued):

Accountable for ensuring that the Radiological Control, Chemistry Control/Environmental Protection, and Radwaste programs are developed to meet the needs of TVA personnel and visitors and is consistent with a sound program for radiation litigation management.

Represent TVA as Senior Technical Expert in the radiological and chemistry control, environmental protection, and radwaste disciplines to regulatory agencies, outside organizations, and litigation matters.

Provide expert direction to implement industry initiatives to improve operations, outages and reduce costs.

Provide independent expert technical assessment of site performance and assist in improvement activities.

Manage and direct major projects in Radiological Control, Chemistry Control/Environmental Protection, and Radwaste.

Provide the technical and management direction to ensure that training activities for Radiological Control, Chemistry Control/Environmental Protection, and Radwaste meet management and industry expectations.

Provide the direction and focal point for peer group and technical discipline meetings that affect TVAN.

Responsible for providing the TVAN technical expertise for the TVA wide Environmental Implementation Committee (EIC), the and the Corporate Management Review Committee (MRC). Represent TVAN in fulfilling the responsibilities of IGA-3 (Resource Group).

Provide expert technical direction to the Nuclear Energy Institute (NEI) and the Electric Power Research Institute (EPRI) in matters concerning low-level radioactive waste, chemistry, and radiological controls.

Develop a staff of personnel that are capable of replacing key positions at the sites, temporarily or permanently, in Radiological Control, Chemistry Control, Environmental Protection, and Radwaste. Maintain contact with personnel outside of the agency that would fill key positions.

MINIMUM QUALIFICATIONS:

The manager must have a B.S. degree in Engineering or a Physical Science. An advanced degree in Engineering or Physical Science is preferred. The manager shall have at least 10 years of professional level experience which shall include at least 5 years of professional experience in radiological control or chemistry control activities with experience in the handling, transportation, and disposal of low-level radioactive waste and environmental protection at commercial nuclear power plants. The manager must be capable of serving as a replacement for a site Radiological and Chemistry Control manager.

Incumbent in this position is subject to rotational assignment.

POSITION DESCRIPTION

PD NO. 960379

Name	<u>Wilson C. McArthur</u>	Social Security Number	<u>[REDACTED]</u>
Position Title	<u>Corporate Radiological & Chemistry Services Manager</u>	Pay Group or Schedule/Grade	<u>PG-SR</u>
Location	<u>Chattanooga</u>	Effective Date	<u>6-30-97</u>
Organization Titles:		Incumbent's Signature	<u>W. C. McArthur</u> W. C. McArthur
Group	<u>TVA Nuclear</u>	Supervisor's Signature	<u>J. A. Bailey</u> J. A. Bailey
Operations	<u>Engineering & Technical Services</u>	HRM/HRO's Signature	<u>D. E. Nixon</u> D. E. Nixon
Division		Reports to (Title)	<u>Engineering & Technical Services Vice President</u>
Department	<u>Corporate Radiological & Chemistry Services</u>		
Section			

FOR COMPENSATION PLANNING AND ANALYSIS USE ONLY

POSITION EVALUATION:		EVALUATION DATE: <u>3/11/96</u>		CP&A REVIEWER INITIALS <u>cjh</u>	
<u>F33</u> K-H Slot	<u>528</u> K-H Pts	<u>F4 (50)</u> P-S Slot	<u>264</u> P-S Pts	<u>E3P</u> Acct Slot	<u>304</u> Acct Pts
					<u>1096</u> Total Pts
					<u>48-24-28</u> Profile
					<u>+1</u> Profile
Approved Job Title: <u>Manager</u>				Schedule/Pay Grade: <u>PG-SR</u>	
Organization Code: _____				Job Code: <u>2186</u>	
				Supervisory Code: <u>Y</u>	
				Function Code: <u>P42</u>	

POSITION PURPOSE:

Provides technical direction for TVAN's Radiological Control, Chemistry Control/Environmental Protection, and Radwaste programs to ensure that all operations, maintenance, modifications, and engineering activities are conducted in a radiological safe manner, protect plant systems and equipment, and protect the environment.

Responsible for technical direction and project management activities in support of nuclear power plant sites to ensure that Radiological Control, Chemistry Control/Environmental Protection, and Radwaste activities meet industry and regulatory expectation and are conducted in a manner that protects the individuals and the Agency.

Directs and provides technical expertise for the operation of exposure records program and in radiation litigation minimization program that meets or exceeds industry expectations.

Directs the operations of the TVA Environmental Radiological Monitoring and Instrumentation (ERM&I) program that provides portable instrument repair and calibration, environmental monitoring, source preparation, and conducts special studies for TVAN. Develops and directs the outside business efforts of the ERM&I organization.

Directs the operation of the TVAN Emergency Preparedness program to assure that the program meets industry standards and regulations.

DIMENSIONS: (On page 2)

Distribution: Original - Human Resources Microrecords Unit, Knoxville
Copy - Operations Organization (as needed)
Copy - Central Office of Union Having Jurisdiction
Copy - Employee

POSITION TITLE: Corp Radiological & Chemistry Services Mgr PD NO. 960379
NAME _____ SSN _____ EFFECTIVE DATE _____
(First) (Middle) (Last)

DIMENSIONS:

Employees:

Management/Professional/Technical = 12

Clerical/Technical Support = $\frac{20}{32}$

Budget

Annual Operating Budget approximately \$6.5 million

Other Examples:

Number of annual projects managed - 50

Specialists handle projects of typical size - \$50,000 - \$2 million

Administers radwaste and technician contracts for sites that total up to \$7 million annually

Responsible for the ERM&I facility and equipment with a value of \$5 million

Responsible for the nuclear power portable radiological control instrument inventory of 5,300 instruments with a value of \$2.5 million

PRINCIPAL ACCOUNTABILITIES:

Provide expert technical direction to TVAN, with a focus on the nuclear plant sites, for Radiological Control, Chemistry Control/Environmental Protection, and Radwaste. Functions include:

Technical Support:

Short-Term--Provide technical direction and troubleshooting to resolve technical problems that affect the operability of the Radiological Control, Chemistry Control, Radwaste, Environmental Protection, and Emergency Preparedness programs for TVAN.

Long-Term--Provide technical direction and management for generic problems that affect TVA programs in Radiological Control, Chemistry Control, Radwaste, Environmental Protection, and Emergency Preparedness.

Programmatic Direction:

Provide technical expertise to develop and maintain standards for Radiological Control, Chemistry Control, Radwaste, Environmental Protection, and Emergency Preparedness for TVAN.

Benchmarking/Standardization:

Responsible for working with other utilities and professional groups to ascertain the best industry practices and implementing these practices at TVAN in the areas of Radiological Control, Chemistry Control, Environmental Protection, Radwaste and Emergency Preparedness.

Responsible for assuring consistency of practices (standardization) in Radiological Control, Chemistry Control, Environmental Protection, Radwaste and Emergency Preparedness at TVAN.

Site Technical/program Evaluations:

Direct and provide expert technical assessments of nuclear site operations and programs on Radiological Control, Chemistry, Environmental Protection, Radwaste and Emergency Preparedness.

Provide expert senior level technical input to the Vice President, Engineering & Technical Services of TVAN and the TVAN executives and managers in Radiological Control, Chemistry Control, Environmental Protection, Radwaste and Emergency Preparedness.

Provide management direction and be accountable for the operations of the Environmental Radiological Monitoring and Instrumentation (ERM&I) facility including the non-TVAN business supporting the operation. Responsibilities include:

Direct the instrument services program for calibration, repair, and inventory of portable RadCon instrumentation (approximately 5,300 instruments).

Direct the TVAN-wide environmental radiological monitoring program.

Direct the radioanalytical technical support services required to support the sites (i.e., 10CFR61, iron and strontium analyses).

Market and secure outside TVA business for the above listed services through a comprehensive business plan developed to assure that ERM&I can cover costs.

Provide management direction and be accountable for TVAN's Emergency Preparedness efforts by assuring that regulations and industry requirements are met.

Provide senior management and the sites with expert technical direction in the handling, transportation, and disposal of low-level radioactive waste.

POSITION TITLE: Corp Radiological & Chemistry Services Mgr PD NO. 960379
NAME Wilson A. McArthur SSN [REDACTED] EFFECTIVE DATE 6-30-97
(First) (Middle) (Last)

PRINCIPAL ACCOUNTABILITIES (Continued):

Provide expert technical direction to the Southeastern Compact Generators Group (SEGG) to ensure that TVAN has the necessary low-level radioactive waste disposal facilities now and in the future.

Serve as the principal point of contact for TVAN's Work Agreements with the Resource Group. Accountable for assuring that the product is cost effective.

Accountable for ensuring that the Radiological Control, Chemistry Control/Environmental Protection, Radwaste and Emergency Preparedness programs are developed to meet the needs of TVA personnel and visitors and is consistent with a sound program for radiation litigation management.

Represent TVA as Senior Technical Expert in the radiological and chemistry control, environmental protection, and radwaste disciplines to regulatory agencies, outside organizations, and litigation matters.

Provide expert direction to implement industry initiatives to improve operations, outages and reduce costs.

Provide independent expert technical assessment of site performance and assist in improvement activities.

Manage and direct major projects in Radiological Control, Chemistry Control/Environmental Protection, Radwaste and Emergency Preparedness.

Provide the technical and management direction to ensure that training activities for Radiological Control, Chemistry Control/Environmental Protection, Radwaste and Emergency Preparedness meet management and industry expectations.

Provide the direction and focal point for peer group and technical discipline meetings that affect the TVAN.

Responsible for providing the TVAN technical expertise for the TVA wide Environmental Implementation Committee (EIC), the and the Corporate Management Review Committee (MRC). Represent TVAN in fulfilling the responsibilities of IGA-3 (Resource Group).

Provide expert technical direction to the Nuclear Energy Institute (NEI) and the Electric Power Research Institute (EPRI) in matters concerning low-level radioactive waste, chemistry, and radiological controls.

Develop a staff of personnel that are capable of replacing key positions at the sites, temporarily or permanently, in Radiological Control, Chemistry Control, Environmental Protection, Radwaste and Emergency Preparedness. Maintain contact with personnel outside of the agency that would fill key positions.

MINIMUM QUALIFICATIONS:

The manager must have a B.S. degree in Engineering or a Physical Science. An advanced degree in Engineering or Physical Science is preferred. The manager shall have at least 10 years of professional level experience which shall include at least 5 years of professional experience in radiological control or chemistry control activities with experience in the handling, transportation, and disposal of low-level radioactive waste and environmental protection at commercial nuclear power plants. The manager must be capable of serving as a replacement for a site Radiological and Chemistry Control manager.

Incumbent in this position is subject to rotational assignment.

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MINIMUM QUALIFICATION REQUIREMENTS (continued)

Employees must be determined to be trustworthy and reliable and have the ability to obtain and maintain the requirements for unescorted nuclear plant access. These requirements include successful completion of a background investigation, psychological and physical examinations, drug and alcohol testing, Plant Access training, Fitness-for-Duty training and Health Physics training, when appropriate, and retraining, including passing the required examinations. Employees must adhere to all security and fitness-for-duty program requirements (to include not being under the influence of any illegal substance or mentally or physically impaired from any cause which in anyway could adversely affect their ability to safely and competently perform their duties). If required, the incumbent must also maintain facial hair shaven sufficiently to permit contact of respiratory protection devices and also be willing to adhere to prescribed dress out procedures. Failing to meet any of the above requirements will result in denial of unescorted nuclear plant access, removal from the plant and possible termination.

The incumbent is expected to participate actively in TVA's quality assurance program (QA) by assuring that all QA policies, procedures, and regulations are complied within this position. Suggests changes through appropriate channels for the QA program.

The incumbent for this position must be cognizant of NRC requirements and is expected to perform assignments with initiative and judgment that will prevent noncompliance. Must also be knowledgeable of individual actions required by this position during implementation of the radiological emergency plan.

The incumbent may be subject to periodic questioning from outside groups such as NRC, special inquiry groups, and even the general public.

Must be willing and medically able during peak periods to work extensive overtime. This overtime may be as much as 8 hours or more consecutively without an extended rest period.

All TVAN employees are expected to work to a high quality standard by doing the right thing right the first time. They are accountable for the quality results of their own work and take personal responsibility to ensure that quality problems they encounter are identified and resolved promptly. TVAN employees are to personally check or inspect the quality of work they or their subordinates perform or that they are required to approve or certify.

MANAGEMENT EMPLOYEES

Ensure the effective implementation of site radiological control program requirements within the staff through the incorporation of ALARA principles into work practices and instructions, minimizing the spread of contamination and generation of radioactive waste by staff activities, and observing work of and counseling staff personnel to improve radiological work practices.

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11 11. 11. 11

Social Security Number [REDACTED]

Organization Radiological Control

Date of Annual Performance Review _____

AF005058

1. 1. 1.

Unacceptable	Individual consistently below expectations and performance is unacceptable for this objective or expectation. May require more supervision than expected. Improvement required to meet expectations.
--------------	--

1

4th
 Manager Employee
[Signature] Signature within
 Initials
1/17/96
 Date Discussed

**PERFORMANCE
OBJECTIVES**

AF000599

PERFORMANCE OBJECTIVES	PERFORMANCE SUMMARY	WEIGHT %	X	EXPECTATIONS				TOTAL
				4 EXCEEDS	3 MEETS	2 MEETS SOME	1 UNACCEPTABLE	
1. Establish specific results or goals that this employee is expected to achieve during this rating period. (Additional pages may be used as necessary).	Review performance against each objective. Discuss results achieved, areas of success, and improvements needed. Cite examples where appropriate below. Then mark (X) in the column on the right which best describes the employee's performance.							
1. The Incumbent will meet the expectations of the Operations Services (Radcon) Business Plan, Corporate Radcon Expectations and Goals as determined by the Corporate Radcon Task List. Attention to safety standards and good house-keeping practices will be maintained. Meet management expectations as described by the General Manager, Operations Services.		10%			x			30
2. Maintain focus on the top priorities listed for TVAN and the Top Priorities listed for Operations Services and Corporate Radcon.		10%		x				40
3. Meet budget requirements for FY95 and continually look for effective ways to reduce costs.		10%			x			30
4. Support the TVAN standardization effort by providing review of standardization documents and involvement in process reviews as required.		10%			x			30
5. Visit the sites on a routine basis and exhibit a high level of support for the activities at the sites.								
6. Maintain emphasis on the principal responsibilities of Operations Services: • Programmatic activities • Long-standing problems • Industry initiatives • Standardization/benchmarking		10%		x				40
TVA 4535 (G)	[2-93] 2	11086	Performance Objective	Percent of Total Weight	Subtotal			

PERFORMANCE
OBJECTIVES

PERFORMANCE OBJECTIVES	PERFORMANCE SUMMARY	WEIGHT %	X	EXPECTATIONS				TOTAL
				4 EXCEEDS	3 MEETS	2 MEETS SOME	1 UNACCEPTABLE	
Establish specific results or goals that this employee is expected to achieve during this rating period. (Additional pages may be used as necessary).	Review performance against each objective. Discuss results achieved, areas of success, and improvements needed. Cite examples where appropriate below. Then mark (X) in the column on the right which best describes the employee's performance.							
1								
7. Maintain a high level of productivity and effectiveness in all areas of Radcon. Works aggressively to instill a competitive spirit and to recognize that we must continuously evaluate our resources to be the best we can be.		5%		x				20
8. Support professionally the functions of the WBN and BFN NSRB sub-committee responsibilities.		5%		x				20
9. Resolve the interface problems with the Resource Group.		5%		x				20
10. Pursue a high level of technical capability by personal development and attendance at appropriate conferences/meetings.		5%			x			15

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PERFORMANCE BEHAVIORS								
BEHAVIORS	PERFORMANCE SUMMARY	* WEIGHT %	X	EXPECTATIONS				TOTAL
				4 EXCEEDS	3 MEETS	2 MEETS SOME	-1 UNACCEPTABLE	
<p>These behaviors come directly from TVA's workforce mission. Employee and supervisor jointly decide which of these behaviors specifically apply for the review period. Choose up to six behaviors, with no behavior receiving a weight of less than 5.</p> <p>1. 1.1.</p>	<p>Review performance against each behavior. Discuss results achieved, areas of success, and improvements needed. Cite examples where appropriate below. Then mark (X) in the column on the right which best describes the employee's performance.</p>							
1. High Performance		5%		x				20
<p>Sets clear goals for self and others; includes the needs of customers in setting these goals; shows persistence and dependability in accomplishing goals; looks for ways to make projects successful rather than finding reasons for failure; takes personal responsibility for ensuring results are achieved.</p>								
2. Teamwork		5%		x				20
<p>Shows a team orientation by placing team goals over individual goals; effectively communicates information needed for task completion; contributes actively to group projects and meetings; develops positive and productive relationships with other team members; works to turn conflict into "win-win" situations; looks for shared goals with other workgroups.</p>								
3. Continuous Improvement		5%			x			15
<p>Determines customer expectations; identifies strengths and weaknesses in present work methods; uses Quality problem-solving tools and techniques to develop new and more effective methods; creates a non-blaming atmosphere while exploring past mistakes and future methods changes; evaluates continuous improvement for self, suppliers, and customers by: determining performance benchmarks, setting explicit, measurable goals, and measuring progress toward goals.</p>								
TVA 4535 (G)			[2-93] 4				Total	

AF000602

PERFORMANCE BEHAVIORS

BEHAVIORS	PERFORMANCE SUMMARY	* WEIGHT %	X	EXPECTATIONS				TOTAL
				4 EXCEEDS	3 MEETS	2 SOME	1 UNACCEPTABLE	
1. These behaviors come directly from TVA's workforce mission. Employee and supervisor jointly decide which of these behaviors specifically apply for the review period. Choose up to six behaviors, with no behavior receiving a weight of less than 5.	Review performance against each behavior. Discuss results achieved, areas of success, and improvements needed. Cite examples where appropriate below. Then mark (X) in the column on the right which best describes the employee's performance.							
4. Coaching and Developing		5%			X			15
5. Leadership		5%		X				20
6. Planning and Organizing		5%			X			15
*Performance Behaviors = 30 Percent of Total Weight							Total	50

FORMULA

Objectives Rating Total = 245

Behaviors Rating Total = 105

Overall Rating Total = 350 Divided by 100 = 3.50

OVERALL PERFORMANCE

RATING

EXCEEDS

MEETS

MEETS
SOME

UNACCEPTABLE

4/3.6

X

3.5/2.6

2.5/2.0

1.9 and
Below

STRENGTHS/DEVELOPMENTAL NEEDS (To be completed by supervisor with employee input.)

Overall Strengths:	Excellent background in both education and experience. Knows TVA systems and processes well. He is well connected in the industry and draws on other operating experience to improve TVAN Radcon performance.
Overall Dev. Needs:	Continue to follow new methods & techniques within the industry relative to Radcon. Expand his input to areas outside the Radcon arena. I believe he can take on more responsibility in the chemistry and environmental area as well as training and other technical expertise.

CAREER OBJECTIVES (0 - 3 years)

Employee's stated Career Objectives: (Priority order)	
(1) Radcon Chemistry Manager	(3) _____
(2) Operations Support General Manager	(4) _____

INDIVIDUAL DEVELOPMENT PLAN

AREAS FOR DEVELOPMENT List specific knowledges, skills, and behaviors to be developed. Indicate areas of current performance which need to be developed with an asterisk (*).	ACTION List steps which can and will be taken to address these development needs.	TARGET DATE FOR COMPLETION (12-18 mo.)	COMPLETION (X)
1. Continue to develop technical capabilities.	1) Attend PEP courses at the Annual Health Physics Society Meeting 2) Take a technical course in radwaste	July 1995 September 1995	
2. Increase ability to make timely decisions regarding employees.	Take a management skills course in managing employees	September 1995	
3. Negotiations	Take a course in the art of negotiations	September 1995	

OVERALL SUMMARY OF PERFORMANCE:

Performance has been excellent throughout FY 95. Wilson has dealt with many changing priorities and handled these well in utilization of resources both in manpower and dollars. He has contributed significantly to the standardization effort and been heavily involved in resolving problems. Examples are REX errors, consolidation of TLD facilities, interface with resource group and SCAR resolution. He had demonstrated good leadership, sets an excellent example, and always looks for a quality product.

AF000004

EMPLOYEE ACKNOWLEDGEMENT: (My signature means that I have been advised of my performance)

Employee's Comments:

EMPLOYEE SIGNATURE:

Wilson C. McArthur

DATE:

1/16/96

APPROVALS:

SUPERVISOR SIGNATURE:

J. M. Smith
Don B. Foley

DATE:

1/17/96

ER&D REVIEW:

DATE:

1/17/96

NEXT LEVEL SUPERVISOR
REVIEW AND ENDORSEMENT:

DATE:

08/02/1996

CORPORATE TRAINING SYSTEM

PAGE: 001

QUARTERLY REPORT OF INDIVIDUAL TRAINING
FROM 04/01/1995 TO 06/30/1995

220415

NAME: WILSON C MCARTHUR
SSN: [REDACTED]
ORG: BOARD CH NUC PW QFNUC OPERS OPS SUPP
SCH/GRD: H SR
JOB TITLE: MGR

TRAINING INSTITUTION/ COURSE TITLE	COMPLETION DATE	COLLEGE MAJOR/ CLASS HRS	REASON/ COURSE ID	CATEGORY	ACTIVITY
HIV/AIDS IN THE WORKPLACE	04/12/95	000	MANDATORY MHST020	00	

AF000605

P H R P E R F O R M

HR Actions Processed, from 07/01/1999 to 07/31/1999

Name: MCARDER, WILSON C

Carrier-ID: 220415

SSN: [REDACTED]

Current Status: Active Employee

Sch/G: M SR

Job Title: MGR

Organization: CDD

CH NUC BW ENGINEER S

FPO/CH S/S

Effective	Action	Action	Job	Tenure	Official	Station							
Date	Seq	Date	End-Date	Action Reason	Code	Job Title	Sch/G/Step	Pay	EFC	E/P	Code	Code	City
1999-08-02	0	1999-07-31		DPA	MT	002186 MGR	M SR	115000	SEA	F	P	TN 0400	CHATTANOOGA
		Previous->				2186 MGR							

Dept ID / Levels: 082060000 CDD CH NUC BW ENGINEER S

AF000606

P H R P E R R T

HR Actions Processed, from 10/01/97 to 12/31/97

Name: MARQUER, WILSON C

SSN: [REDACTED]

Carrier-ID: 220415

Current Status: Active Employee

Sch/Gc: M SR

Job Title: MGR

Organization: CH NUC BW ENGGRTEC S

FED/CH S/S

Effective Date	Seq	Action Date	Action End-Date	Action Reason	Job Code	Job Title	Sch/Gc/Step	Pay	ERC	F/P	Tenure Code	Official Station Code	City
1997-06-30	0	1997-11-14		DEA MT	2186	MGR	M SR	115000	SEA	F	P	TN 0400	CHATTANOOGA

Dept ID / Levels: 0620600000 CH NUC BW ENGGRTEC S
Previous: 0611200000 CH NUC BW NUC CEERS CES SUPP

AF000807

P H R R E P O R T
HR Actions Processed, from 10/01/97 to 12/31/97

Name: MARCHER, WILSON C
SSN: [REDACTED]
Current Status: Active Employee
Sch/Gc: M SR
Job Title: MGR
Organization: CH NUC BW ENGSEC S RAD/CH SVS
Carrier ID: 220415

Effective		Action	Action	Job				Tenure				Official Station	
Date	Seq	Date	End-Date	Action Reason	Code	Job Title	Sch/Gc/Step	Pay	EFC	E/P	Code	Code	City
67-06-30	0	1997-11-14		DIA	MT	2186 MGR	M SR	115000	SEA	F	P	TN 0400	CHATEAUGA

Dept ID / Levels: 062060000 CH NUC BW ENGSEC S
Previous: 061120000 CH NUC BW NUC CEPS OES SUPP

CTS REPORT
Individual Training, from 01/01/98 to 01/31/98

Name: MCARHLR, WILSON C
SSN: [REDACTED]
Current Status: Active Employee
Sch/Gr: M SR
Job Title: MGR
Organization: CH NUC PW ENGSEC S

FAD/CH S/S

Carrier-ID: 220415

Course Description	Completion End-Date	Hours	Training Institution	Class Course-ID		Purpose	Process Date
FR 7——3 DAY WORKSHOP	05/01/1997	24	TWAS/NEIS TRAINING SYSTEM	HRD777	00	Mandatory	01/03/1998
USING ENVIRONMENTAL QUALITY	12/01/1997	2	TWAS/NEIS TRAINING SYSTEM	EPP706.001	00	Mandatory	01/03/1998

AF0000609

QUARTERLY REPORT OF INDIVIDUAL TRAINING
FROM 01/01/1997 TO 02/28/1997

220415

NAME: WILSON C MCARTHUR
SSN: [REDACTED]
ORG: [REDACTED] C. NUC PW GENIC OPERS OPS SUPP
SCH/GO: M SR
JOB TITLE: MR

TRAINING INSTITUTION/ COURSE TITLE	COMPLETION DATE	COURSE MAJOR/ CLASS IFS	REASON/ COURSE ID	CATEGORY	ACTIVITY
TAS/ATES TRAINING SYSTEM ANNUAL TAV TERY CONFERENCE	06/28/96	C12	MANDATORY BUS002.600	00 OTHER	OTHER
TAS/ATES TRAINING SYSTEM TAV MANAGEMENT TERY CONF	12/13/96	C12	MANDATORY BUS090	00 OTHER	OTHER

AF0000610

CTS REPORT
Individual Training, from 04/01/98 to 04/30/98

Name: MCARTHUR, WILSON C
SSN: [REDACTED] Carrier-ID: 220415
Current Status: Active Employee
Sch/Gc: M SR
Job Title: MGR
Organization: CCO CH NUC BW ENGINEER S RAD/CH SVS

Course Description	Completion	Hours	Training	Class		Purpose	Process Date
	End-Date		Institution	Course-ID			
PERSONNEL POLICIES & PROCEDURE	10/27/1997	4	TWAS/NEIS TRAINING SYSTEM	HRD073.001	00	Mandatory	04/04/1998

CTS REPORT
Individual Training, from 05/01/98 to 05/31/98

Name: MATHUR, WILSON C

Carrier-ID: 220415

SSN: [REDACTED]

Current Status: Active Employee

Sch/Gr: M SR

Job Title: MGR

Organization: CDD

CH NUC BW ENGINEER S

RAD/CH SVS

Course Description	Completion End-Date	Hours	Training Institution	Class Course-ID	Purpose	Process Date	
401 (K) EPN INFORMATION FOR CU	02/10/1998	1	TWAS/NEIS TRAINING SYSTEM	HF0060.005	00	Mandatory	05/02/1998
REFRESHAL REFRESHER	03/05/1998	8	TWAS/NEIS TRAINING SYSTEM	FG-ENG007	00	Mandatory	05/02/1998

AF0000612

01/28/1997

CORPORATE TRAINING SYSTEM

PAGE: 001

QUARTERLY REPORT OF INDIVIDUAL TRAINING
FROM 04/01/1996 TO 06/30/1996

220476

NAME: WILSON C MARCHER
SSN: [REDACTED]
ORG: [REDACTED] CH NUC PW GENL CERS CES SUP
SCH/GR: M SR
JOB TITLE: MGR

TRAINING INSTITUTION/ COURSE TITLE	COMPLETION DATE	COURSE MAJOR/ CLASS HRS	PERSON/ COURSE ID	CATEGORY	ACTIVITY
WATTS BAR NUCLEAR PLANT PLANT ACCESS TRAINING-SITE	04/25/96	000	MANPOWER PWS10 00	INTERNAL TRAINING	OTHER

AFOC0613

CT S REPORT
Individual Training, from 03/01/97 to 06/30/97

Name: MARTHA, WILSON C
SSN: [REDACTED]
Current Status: Active Employee
Sch/Gc: M SR
Job Title: MGR
Organization: CH NUC EN NUC OPERS CES SUPP RAD CHEM
Carrier-ID: 220415

Course Description	Completion End-Date	Hours	Training Institution	Class Course-ID		Purpose	Process Date
RADIATION WORKER TRAINING	06/27/1996	8	NUCLEAR TRAINING - CHATTANOOGA	RWT010	00	Mandatory	06/07/1997
VA: A NEW BUSINESS ERA	03/17/1997	4	TAS/NEIS TRAINING SYSTEM	BUS024	00	Mandatory	04/05/1997
60 DEGREE FEEDBACK ORIENTATION	05/28/1997	2	TAS/NEIS TRAINING SYSTEM	HRD705	00	Mandatory	06/07/1997
PLANT PERFORMANCE-FASTER SKILL	05/29/1997	4	TAS/NEIS TRAINING SYSTEM	HRD706	00	Mandatory	06/07/1997

C T S REPORT

Individual Training, from 07/01/98 to 07/31/98

Name: MCARTHUR, WILSON C
SSN: [REDACTED]
Current Status: Active Employee
Sch/Gr: M SR
Job Title: MGR
Organization: COO CH NUC PW ENGG&TEC S RAD/CH SVS

C

Course Description	Completion End-Date	Hours	Training Institution	Class Course-ID	Purpose
MAN-SPECIFIC FITNESS FOR DUTY	06/22/1998		NUCLEAR TRAINING - CHATTANOOGA	FED000 00	Mandate
FITNESS FOR DUTY - ALL TVAN EM	06/22/1998	2	NUCLEAR TRAINING - CHATTANOOGA	FED010 00	Mandate
MAN-SPECIFIC RADIATION WORKER	06/29/1998		NUCLEAR TRAINING - CHATTANOOGA	RWT000 00	Mandate
RADIATION WORKER TRAINING BY-P	06/29/1998	2	NUCLEAR TRAINING - CHATTANOOGA	RWT010BP 00	Mandate
MAN-SPECIFIC PLANT ACCESS TRA	06/29/1998		NUCLEAR TRAINING - CHATTANOOGA	PAT000 00	Mandate
PLANT ACCESS TRAINING***BY-EA	06/29/1998	2	NUCLEAR TRAINING - CHATTANOOGA	PAT010BP 00	Mandate

AF000815

QUARTERLY REPORT OF INDIVIDUAL TRAINING
FROM 07/01/1995 TO 09/30/1995

220414

NAME: WILSON C MORRIS
SSN: [REDACTED]
ORG: [REDACTED] CH NUC PW GENIC OFFERS OPS SUPP
SCH/GRD: M SR
JOB TITLE: MGR

TRAINING INSTITUTION/ COURSE TITLE	COMPLETION DATE	COURSE MAJOR/ CLASS HS	PERSON/ COURSE ID	CATEGORY	ACTIVITY
HEALTH & SAFETY HEALTH AND SAFETY CONFERENCE	09/27/95	016	SKILLS ENHANCEMENT T1161A	OTHER	OTHER
SEQUOIA NUCLEAR PLANT EMPLOYEE SAFETY HANDBOOK (CR)	05/02/95	003	MANDATORY HS1001.000	02	
NUCLEAR DEFENSE TRAINING SYS FITNESS FOR DUTY EMPLOYEE T	05/12/95	001	MANDATORY FTD002.000	00	
NUCLEAR DEFENSE TRAINING SYS TOTAL QUALITY AT TVA-ORIENT	06/21/95	001	MANDATORY TQTC25	00	
NUCLEAR DEFENSE TRAINING SYS SUPPORTING TQMS WORKSHOP (06/22/95	016	MANDATORY TQTC10.001	00	
NUCLEAR DEFENSE TRAINING SYS SSR - SEN RADIATION SST. CAT 1	06/23/95	002	MANDATORY GE1201.000	00	
NUCLEAR DEFENSE TRAINING SYS CATEGORY I RETRAINING RADIO	06/23/95	002	MANDATORY GE1013.000	00	
NUCLEAR DEFENSE TRAINING SYS NUCLEAR INDUSTRIAL (FORTRAN)	06/27/95	002	MANDATORY GE1011.000	00	
NUCLEAR DEFENSE TRAINING SYS SEN NON-RADIATION SITE SPECIFIC	06/27/95	002	MANDATORY GE1200.000	00	
BROWN HERRY NUCLEAR SITE SSR - SEN RADIATION SST. CAT 2	06/27/95	000	MANDATORY GE1102.000	00	
BROWN HERRY NUCLEAR SITE UNIT SEPARATION - (VIDEO)	06/27/95	000	MANDATORY SS1122.000	00	
BROWN HERRY NUCLEAR SITE SEN NON-RADIATION SITE SPECIFIC	06/27/95	000	MANDATORY GE1100.000	00	
TVA/SEN TRAINING SYSTEM THE NEW COMPETITIVE LANDSCAPE	08/16/95	012	MANDATORY BUS002	00 OTHER	OTHER

AF000616

QUARTERLY REPORT OF INDIVIDUAL TRAINING
FROM 07/01/1996 TO 09/30/1996

220415

NAME: WILSON C MORTIMER
SSN: [REDACTED]
ORG: [REDACTED] CH NUC EN OSMC OPERS OPS SUPP
SCH/GRD: M SR
JOB TITLE: MGR

TRAINING INSTITUTION/ COURSE TITLE	COMPLETION DATE	COLLEGE MAJOR/ CLASS HRS	REASON/ COURSE ID	CATEGORY	ACTIVITY
NUCLEAR TRAINING - CHATTANOOGA FITNESS FOR DUTY - ALL TYN	06/24/96	002	MANDATORY FHD10 00	INTERNAL TRAINING	OTHER
NUCLEAR TRAINING - CHATTANOOGA SQ: NON-RADON SITE SPECIFIC	06/24/96	002	MANDATORY GE200.000 00	INTERNAL TRAINING	OTHER
NUCLEAR TRAINING - CHATTANOOGA NUCLEAR INDUSTRIAL (GENERAL)	06/24/96	002	MANDATORY GEICL.000 00	INTERNAL TRAINING	OTHER
WATS BR NUCLEAR PLANT PLANT ACCESS TRAINING**SITE	06/27/96	000	MANDATORY RAC10 00	INTERNAL TRAINING	OTHER
BROWN HERY NUCLEAR SITE RADIATION WORKER TRAINING-S	06/27/96	000	MANDATORY RAC10 00	INTERNAL TRAINING	OTHER
BROWN HERY NUCLEAR SITE PLANT ACCESS TRAINING**SITE	06/27/96	000	MANDATORY RAC10 00	INTERNAL TRAINING	OTHER
WATS BR NUCLEAR PLANT RADIATION WORKER TRAINING-S	06/27/96	000	MANDATORY RAC10 00	INTERNAL TRAINING	OTHER
SEQUOIA NUCLEAR PLANT SR - SQ: RADON SST CAT 2	06/27/96	000	MANDATORY GE222.000 00	INTERNAL TRAINING	OTHER

AF000617

CTS REPORT
Individual Training, from 07/01/97 to 09/30/97

Name: MARIHR, WILSON C
SSN: [REDACTED]
Current Status: Active Employee
Sch/Gc: M SR
Job Title: MR
Organization: CH NUC PW ENGSEC S

RAD/CH SVS

Carrier-ID: 220415

Course Description	Completion End-Date	Hours	Training Institution	Class Course-ID	Purpose	Process Date	
FITNESS FOR DUTY - ALL T/AN EM	06/18/1997	2	NUCLEAR TRAINING - CHATEAUGA	FED010	00	Mandatory	07/05/1997
PLANT ACCESS TRAINING**SITE SP	06/20/1997	2	SEQUOYAH NUCLEAR PLANT	FWT210	00	Mandatory	07/05/1997
PLANT ACCESS TRAINING***BY-PA	06/20/1997	2	NUCLEAR TRAINING - CHATEAUGA	FWT010EP	00	Mandatory	07/05/1997
RADIATION WORKER TRAINING-SITE	06/20/1997		WATTS BAR NUCLEAR PLANT	FWT310	00	Mandatory	07/05/1997
PLANT ACCESS TRAINING**SITE SP	06/20/1997		WATTS BAR NUCLEAR PLANT	FWT310	00	Mandatory	07/05/1997
PLANT ACCESS TRAINING**SITE SP	06/20/1997		BROWNS FERRY NUCLEAR SITE	FWT110	00	Mandatory	07/05/1997
ON WORKER TRAINING-SITE	06/20/1997		BROWNS FERRY NUCLEAR SITE	FWT110	00	Mandatory	07/05/1997
RADIATION WORKER TRAINING BY-P	06/20/1997	2	BROWNS FERRY NUCLEAR SITE	FWT010EP	00	Mandatory	07/05/1997
RADIATION WORKER TRAINING-SITE	06/20/1997		SEQUOYAH NUCLEAR PLANT	FWT210	00	Mandatory	07/05/1997

AF0000618

CTS REPORT
Individual Training, from 10/01/97 to 12/31/97

Name: MCARTHUR, WILSON C
SSN: [REDACTED] Carrier-ID: 220415
Current Status: Active Employee
Sch/Gr: M SR
Job Title: MGR
Organization: CH NUC BW ENGINEERS RAD/CH SVS

Course Description	Completion	Hours	Training	Class		Purpose	Process Date
	End-Date		Institution	Course-ID			
NUCL ETHICS TRAINING 1997	10/30/1997	1	TVAS/NEWS TRAINING SYSTEM	HRD054.002	00	Mandatory	12/06/1997

ATIS REPORT
Individual Training, from 01/01/99 to 01/31/99

Name: MCARTHUR, WILSON C

Carrier-ID: 220415

SSN: [REDACTED]

Current Status: Active Employee

Sch/Gr: M SR

Job Title: MGR

Organization: COO

CH NUC PW ENGINEER S

RAD/CH SVS

Course Description	Completion End-Date	Hours	Training Institution	LearnAct Desshort Session	Purpose	Process Date
Final Ethics Training video	12/01/1997	1		00047021 HR0054V		01/25/1999

AF0000020

ATIS REPORT

Individual Training, from 06/01/1999 to 06/30/1999

Name: MARILYN WILSON C

Carrier-ID: 220415

SSN: [REDACTED]

Current Status: Active Employee

Sch/Gc: M SR

Job Title: MR

Organization: CDD

CHND BW ENGINEERS

RFD/CHS

Course Description	Completion		Training Institution	LearnPct	Deshort	Session	Purpose	Process Date
	End-Date	Hrs						
FITNESS FOR DUTY - ALL TRAINING 06/14/1999		2		00009374	EDD010	0078713		06/14/1999
MAN-SCIENTIFIC FITNESS FOR DUTY 06/14/1999		1		00009368	EDD000			06/14/1999

AF000821

ATIS REPORT

Individual Training, from 06/01/1999 to 06/30/1999

Name: MARGHER, WILSON C

Carrier-ID: 220415

SSN: [REDACTED]

Current Status: Active Employee

Sch/Gr: M SR

Job Title: MR

Organization: CDD

CH NLC BY ENGAGE S

RAD/CH SS

Course Description	Completion End-Date	Hours	Training Institution	LearnAct	Deshort	Session	Purpose	Process Date
FITNESS FOR DUTY - ALL TVAN EM	06/14/1999	2		00005374	FED010	0078713		06/14/1999
MAN-SPECIFIC FITNESS FOR DUTY	06/14/1999	1		00009368	FED000			06/14/1999

AF000622

ATIS REPORT
Individual Training, from 09/01/1998 to 09/30/1998

Name: MCARTHUR, WILSON C
SSN: [REDACTED]
Current Status: Active Employee
Sch/Gr: M SR
Job Title: MGR
Organization: CDD CH NLC BW ENGINEERS RPD/CH S/S
Carrier ID: 220415

Course Description	Completion		Training		LearnAct	Deshort	Session	Purpose	Process Date
	End-Date	Hours	Institution	Institution					
EFOLS ACCIDENT INVESTIGATION 08/20/1998		8			00013746	HSI055	0067066		09/09/1998

AF0000623

ATIS REPORT
Individual Training, from 10/01/1998 to 10/31/1998

Name: MCARTHUR, WILSON C

Canner-ID: 220415

SSN: [REDACTED]

Current Status: Active Employee

Sch/O: M SR

Job Title: MER

Organization: CDD CH NUC BN ENGINEERS HFD/CH SLS

Course Description	Completion End-Date	Hours	Training Institution	LearnAct Distinct Session	Purpose	Process Date
OFFENSIVE RECURRENT BENE	09/22/1998	6		00045928 HFD060.002 006377		10/29/1998

AF0000E24

A T I S R E P O R T
Individual Training, from 12/01/98 to 12/31/98

Name: MCARTHUR, WILSON C
 SSN: XXXXXXXXXX
 Current Status: Active Employee
 Sch/Gr: M SR
 Job Title: MGR
 Organization: COO CH NUC PW ENGG&TEC S RAD/CH SVS

Course Description	Completion End-Date	Hours	Training Institution	LearnAct	Desshort	Session	Purpose
FED WORLDCLASS SUCCESS	11/18/1998	7		00046212	HRDWORLDCL	0067674	

AF000625

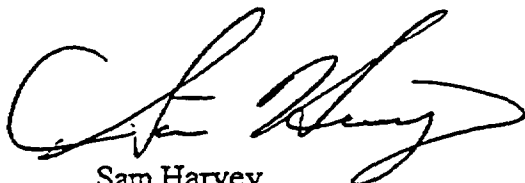
April 12, 1999

W. C. McArthur

RESIGNATION

It is with deep regret that at this time I must tender my resignation effective May 6, 1999. At this time I have received an offer that will afford me a significant economic increase as well as an opportunity for professional growth.

I have enjoyed my tenure at TVA and hope that I have had a positive impact on the recovery of the Sequoyah units and startup of Watts Bar Unit 1 and the current success that each station shares. My TVA experience has truly been wonderful and I hope that should there be opportunities in the future that I might be considered for them.



Sam Harvey
Program Manager, Radiological and Chemistry Services
BR 3F-C

cc: PMU, WT CP-K [REDACTED]

AF000826

TENNESSEE VALLEY AUTHORITY

CAUTION

THIS IS AN OFFICIAL RECORD CONTAINING ADMINISTRATIVELY CONFIDENTIAL INFORMATION.

IT IS YOUR RESPONSIBILITY TO INSURE THAT:

1. THE INFORMATION IS USED FOR OFFICIAL PURPOSES ONLY;
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 3. THE RECORD IS ROUTED IN A SECURE PACKAGE OR ENVELOPE.
- SEE: III EMPLOYEE RECORD FOR MORE DETAILED PROCEDURE.

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KNOXVILLE, TN

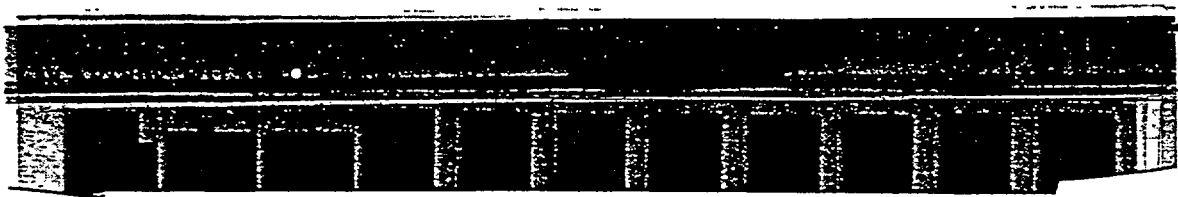

JIMMIE M. RAINES, MANAGER,
EMPLOYMENT SERVICES

0210A

AF000027

1

1. 1



AF0000C28

NAME FIRST MIDDLE LAST	PHONE	DATE OF BIRTH
WILSON C MCARTHUR		
CURRENT HOME ADDRESS	CITY	STATE ZIP CODE SEX
PERMANENT ADDRESS, IF OTHER THAN CURRENT	CITY	STATE ZIP CODE VETERANS UNION CODE
		M UN

JOB, ORGANIZATION, SALARY

JOB TITLE	CODE	POWER	PAY RATE
MGR	P186	SR	83400
BOARD	COO	NUC POWER	NUC ASSUR&SV
			ORGANIZATION CODE
			C115000000
TYPE	HR to Ext Post	OFFICIAL STATION	POST OFFICE OF OFFICIAL STATION
11	1E E	94 04 02	CHATTANOOGA CHATTANOOGA TN 41050

SERVICE DATES

TVA	FEDERAL	CURRENT	HTL LAYOFF
EMP ON REEMP	OPTIONAL	OPTIONAL	

OTHER ITEMS

SUPV INDICATOR	PROT. PAY ENDS
SUPERVISORY	

EMERGENCY CONTACT

NAME FIRST MIDDLE LAST	RELATIONSHIP	PHONE
ROBBIE T MCARTHUR	WIFE	
ADDRESS	CITY	STATE

APPROVAL SIGNATURES

EMPLOYEE	Signature: Wilson C. McArthur
MOVT REP	Signature: Janet C. Vaughan
MOVT REP	
I CERTIFY TO THE ACCURACY OF THIS FORM AND THIS ACTION'S COMPLIANCE WITH ALL APPLICABLE TVA REQUIREMENTS	
Signature: RB Chambers	

IDENTIFICATION EDUCATION

125201	8		
SOCIAL SECURITY NO			
BADGE NO	CITIZEN		
USA			
DEGREE	COLLEGE OR UNIVERSITY ATTENDED	CODE	YEAR
PHYSICS	1087 EAST CAROLINA U	021	5
PHYSICS	2087 NC STATE U	0570	5
PHYSICS	3087 PURDUE U	064	5

ACCESSIONS AND SEPARATIONS

LEAVE	WORK SCHEDULE	LAST DAY OF WORK
WITHOUT		
FOR	LWOP STARTS	LWOP ENDS
FOR		
THRU	VAC CONTIN. NO ACTION TO REEMP	DATE ENR. MIL SERV
THRU		
OF	FROM MILITARY LEAVE	FROM ANNUAL LEAVE
MILITARY		
PURLOIN	FROM LEAVE WITHOUT PAY	
WORK SCHEDULE	EMPLOYEE BEGAN WORK	
FROM		
0800a	0445p	8a8su
TERMINATION	LAST DAY OF WORK	SEV. PAY

ACCOUNT NUMBER

0212-965200-X831AN

REMARKS	NEW EMPLOYMENT
	THE AMOUNT OF \$42,000 MUST BE REPAID TO TVA IS WILSON C MCARTHUR
	VOLUNTARILY LEAVES TVA'S EMPLOY WITHIN ONE YEAR FROM 4-2-90, OR IS TERMINATED FOR CAUSE. THIS WAS DISCUSSED WITH AND AGREED TO BY THE EMPLOYEE ON 4-2-90.
	Signature: Wilson C. McArthur
	WILSON C MCARTHUR

SUMMARY OF ACTION

ACTION	TYPE	EFFECTIVE DATE
11	HTRE	90 04 02
DATE OF ACTION		

EMPLOYEE STATUS AND INFORMATION RECORD

TVA 6880 R14 4-90

Supplements form 9880 used as employment contract and issued 90/04/02

Yr. Mo. Day

SSN: [REDACTED] Name (first, middle, last) **WILSON C MCARTHUR** Badge No. [REDACTED] Requisition No. **9610040**

Appointment Code and Type of Appointment: **11 SP PREPERM FULL TIME ANNUAL**

Political Activity or Holding Public Office Which Would Violate

TVA Political Activity Policy? No ☒ Yes ☐ Being Adjusted*

Retired or eligible in future for such Retirement from Uniformed Service?

No ☒ Yes ☐

Retired or eligible in future for such retirement from Civil Service, TVA, or any Federal agency?

No ☒ Yes ☐

If either Answer is "Yes", see ERM Instr.

Engaged in Any Other Employment for Compensation: ☒ None ☐ Federal* ☐ Non-Federal*

County of Permanent Address

HAMILTON

Relatives Policy

☒ No Violation ☐ Violation Being AdjustedSecurity forms completed: ☐ 86C ☒ 87A ☐ 9871 ☐ 13023 ☐ 13046A ☐ 180

Local union affiliated if different from one having jurisdiction (include city)

Local union having jurisdiction over the job if other than home local union (trades and labor hourly only) City and State

Special Appointment Conditions

☐ Continued employment subject to satisfactory performance through a probationary period of: A. ☐ Schedule SA, SC, SD, SE, or SQ-First 180 calendar days of full-time service (or equivalent part-time or intermittent service). B. ☐ Schedule SB or SF-First 120 calendar days of full-time service (or equivalent part-time or intermittent service).

☒ Must be clean shaven to effectively wear protective respiratory equipment and be willing to comply with dress-out procedures.☒ Continued employment subject to establishing and maintaining clearance for unescorted nuclear plant access.☒ Appointment and continued employment subject to satisfactory results of applicable alcohol and drug screenings.☐ Approval to operate heavy or special light vehicles.☐ Must meet plant welding requirements or other TVA welding requirements.☐ Other (specify)

The "Affidavit and Acceptance of Appointment" statement on the reverse side is to be signed here.

That statement must be read before signing. Items on reverse side of copies 1 and 2 must be answered.

Witness: Subscribed and sworn to before me

SIGNATURE OF OFFICER: *[Signature]*

SIGNATURE OF APPOINTEE

DATE: 90/04/02

With respect to the health requirements for the job title listed on form TVA 9880, Medical Service determines the employee is: Date of evaluation: 90/04/02

☐ Approved☒ Conditionally Approved...

Comments:

Complete ONLY if required.

Circle No.(s)

Enter Year Month Day

SPECIAL MEDICAL APPROVALS (SEE REVERSE SIDE OF COPY 3)

S1 UAC	S2 NOP	S3 RES	S4 FBQ	S5 HSV	S6 DIV	S7 EST	S8 N/A	S9 N/A
Approved or Renewed (see Medical Constraints, if any)	2/26/02	2/26/02						
Denied or Withdrawn								

Corrective eyewear for: ☒ All near work ☒ All far work

If required to wear special respiratory equipment, the worker must have a set of noncontact lenses which fit the face mask. When ever in an eye hazard area, workers' protective eyewear shall meet the requirements of ANSI Z87.1-1979.

☐ Not Approved Future approval for this type duty ☐ Unlikely ☐ Possible (comments):☐ Not Approved Future approval for other type duty ☐ Unlikely ☐ Possible (comments):☐ Employee not seen by medical office prior to employment

1. Personnel Microrecords, 2. Appointee, 3. Medical Services, 4. Payroll Office (if hourly), 5. Human Resource Officer or Human Resource Manager

* Explain policy to appointee and send memo to PMU reporting pertinent facts and any action taken (copy to appointee and Human Resource Office).

ITEMS ON REVERSE SIDE OF COPIES 1 AND 2 MUST BE ANSWERED

THIS ENTIRE PAGE TO BE READ BY APPOINTEE BEFORE SIGNING

Have you reported to TVA in writing all incidents in which you have ever been convicted of an offense against the law or forfeited collateral, or are now under charges for any offense against the law? (Include convictions while in military service by summary, special, or general court martial, but do not include (a) traffic violations for which you paid a fine of \$100 or less; (b) any offense committed before your 18th birthday which was finally adjudicated in a juvenile court or under a youth offender law or any offense committed before your 18th birthday in a state without a youth offender law if the offense would be treated as an offense committed by a juvenile under Federal law; (c) any conviction the record of which has been expunged under Federal or state law, and (d) any conviction set aside under the Federal Youth Corrections Act or similar state authority.)

Yes ☐ No ☒ None to Report

Have you reported to TVA in writing all incidents within the past five years in which you were discharged (fired) or resigned (quit) after notice that you were being discharged from any job for any reason?

Yes ☐ No ☒ None to Report

PRIVACY ACT NOTICE

Section 3(e)(3) of the Privacy Act of 1974 (P.L. 93-579) requires that TVA describe for you its authority to request information and the uses which TVA may make of information requested on this and other forms you are requested to complete in the employment process. The Privacy Act further requires TVA to inform you of the effects of not providing any or all of the requested information.

Employment with TVA is regulated by the TVA Act (16 U.S.C. 831-831dd) and a number of other statutes and Presidential Executive orders. Information on this and other forms you are requested to complete during the appointment process is requested by TVA to assist in determining your eligibility and qualifications for employment and your coverage by applicable TVA employee benefits.

In order for TVA to appoint you to a TVA position, you must answer the questions regarding your name, address, social security number, telephone, citizenship, date of birth, relationship to TVA employees, education, previous or current employment, references, and arrests or convictions. Although answering the remaining questions is not required in order for you to be appointed to a TVA position, providing the information will assist TVA in making an informed judgment concerning your appointment to employment and may expedite your appointment and TVA employee benefits coverage.

Information provided on the forms used in the employment process is normally used only to appoint you to a TVA position. This includes using some of the information provided to request information from others concerning your appointment. However, should a dispute arise or a congressional inquiry be made regarding TVA employment practices, the information may be made available outside of TVA in the course of that dispute or inquiry. Further, information provided may be utilized in fulfilling reporting requirements to the Office of Personnel Management and may be provided to another Federal agency if relevant to a decision to be made by that agency. These forms also may be made available to law enforcement agencies in the exercise of their duties.

STATUTORY PROVISIONS

Section 7311 of Title 5, United States Code, provides that an individual may not accept or hold a position in the Government of the United States if he participates in a strike against the Government of the United States.

The penalty for a violation of section 7311 is a fine of not more than \$1,000 or imprisonment for not more than one year and a day or both (18 U.S.C. 1918).

INVENTIONS

The Tennessee Valley Authority Act provides that TVA shall acquire title to inventions or discoveries of employees made by virtue of and incidental to their TVA employment. Employees have the duty to promptly report inventions or discoveries to their respective organizations in accordance with TVA Code II INVENTIONS.

AFFIDAVIT AND ACCEPTANCE OF APPOINTMENT
(Appointee Signs on Other Side of This Form)

I do solemnly swear or affirm:

1. That I have read and understand the above statutory provisions and my acceptance and holding employment with the Tennessee Valley Authority does not and will not constitute a violation of those provisions.

2. That I understand that my appointment and subsequent changes in status are subject to the terms and conditions described in this form 9880A, and those of existing law and TVA agreements and policies, including those governing wage and salary assignments, and such modifications and additions thereto as TVA determines to be necessary or desirable to carry out the Tennessee Valley Authority Act, as amended; and that this appointment is in the excepted service.

3. The information I have provided for completing the other side of this form and the accompanying form 9880 and the personal history record I have submitted are correct to the best of my knowledge and belief.

I hereby accept the present appointment which is in accordance with Section 3 of the Tennessee Valley Authority Act, as amended, and I certify that I subscribe to the constitutional form of Government of the United States of America.

A FALSE OR DISHONEST ANSWER TO ANY QUESTION MAY BE GROUNDS FOR YOUR DISMISSAL AFTER APPOINTMENT AND MAY BE PUNISHABLE BY FINE AND IMPRISONMENT.

To the Appointee.

You are hereby officially notified of your appointment as described on this form 9880A and the attached form 9880 which it supplements. Continuation of your employment depends upon your demonstrated ability, conformance to TVA policies and meeting any appointment conditions, the need for your services, and your observing any special medical constraints placed on you by a TVA or cooperating examining physician. You are expected and required to call your supervisor's attention to such constraints in the event you are given an assignment which could cause you to violate them. Notify your supervisor immediately should you develop a health problem or be placed on medication that might interfere with your ability to safely perform your duties.

We hope that your employment with TVA will prove of mutual benefit.

AFC00631



LIFE INSURANCE ELECTION

Federal Employees' Group Life Insurance Program

See Privacy Act
Information on
Back of Part 3

General Instructions: By law, a person who is not excluded from coverage automatically has Basic Life insurance, unless he or she waives all coverage. When you first become eligible for FEGLI, you have the choice of (1) electing Basic Life and any or all of the options, (2) electing Basic Life but declining all of the options, or (3) waiving all life insurance coverage. If you are changing your election, see the back of Part 3—Employee Copy.

To complete this form:

- Read the back of Part 3—Employee Copy carefully
- Type or print in ink
- Do not separate the parts. Your employing office will certify the completed form and return your copy to you. This form should be kept with your SF 2817A (SF 2817B for Postal Employees).

2 Fill in identifying information

125201

Name (Last) McArthur	(First) Wilson	(Middle) C.	Date of Birth (Month, Day, Year) [REDACTED]	Social Security Number [REDACTED]
Employing Department or Agency Tennessee Valley Authority			Agency Location (City, State, Zip Code) Chattanooga, TN	

3 To elect Basic Life, sign and date below. If you do not elect Basic Life, you may not elect any form of optional insurance. If you do not want any insurance at all, skip to section 5.

Basic
Life

I want the Basic Life insurance. I authorize deductions to pay my share of the cost.

Signature (Do not print)

Wilson C McArthur

Date (Month, Day, Year)

4-2-90

4 If you have elected Basic Life, you may elect any or all of the following options. Sign the box below for any option(s) you want. (If you will not have coverage for any option(s) for which you do not sign.)

Option A—Standard

Option B—Additional

Option C—Family

I want the Standard \$10,000 optional insurance. I authorize deductions to pay the full cost.

I want the Additional optional insurance in the multiple of my annual basic pay I indicate below. I authorize deductions to pay the full cost. (Indicate multiple by marking "X" in the appropriate box. Do not mark more than one box.)

I want the Family optional insurance. I understand that in the event of the death of my spouse I would receive \$5,000 and upon the death of a child I would receive \$2,500. I authorize deductions to pay the full cost.

<input type="checkbox"/> 1 times my pay	<input type="checkbox"/> 4 times my pay
<input type="checkbox"/> 2 times my pay	<input checked="" type="checkbox"/> 5 times my pay
<input type="checkbox"/> 3 times my pay	

Signature (Do not print) <i>Wilson C McArthur</i>	Date <i>4-2-90</i>	Signature (Do not print) <i>Wilson C McArthur</i>	Date <i>4-2-90</i>	Signature (Do not print) <i>Wilson C McArthur</i>	Date <i>4-2-90</i>
--	-----------------------	--	-----------------------	--	-----------------------

5 If you want NO life insurance coverage at all, sign and date below.

Waiver of
All Life
Insurance
Coverage

I want no insurance coverage at all. I understand that any insurance I have will stop at the end of the pay period in which my employing office receives this waiver and that I cannot get Basic Life insurance unless (1) I wait at least one year after I sign this form AND (2) I have satisfactory medical evidence of insurability, or (2) I have a break in Federal service of at least 180 days. I understand that I cannot get any optional insurance unless I first have Basic Life. I have read "Waiving or Changing Your Insurance Coverage" on the back of Part 3 and I understand that my decision to waive insurance coverage now may affect my eligibility for coverage as a retiree.

Signature (Do not print)

Date

FOR EMPLOYING OFFICE USE ONLY

Certification I certify that the above named employee is eligible for the insurance coverage he or she has elected above.	Date of Receipt in Employing Office (Month, Day, Year) <i>4-2-90</i>	Number of Event Permitting Change <input type="checkbox"/>
Signature of Authorized Agency Official <i>[Signature]</i>	Effective Date of Coverage (Month, Day, Year) <i>4-2-90</i>	See Table of Effective Dates in SF 2817A or SF 2817B

employee's copy of this form, when certified by the employing office, together with SF 2817A, The Federal Employees' Group Life Insurance Program, Description and Certification of Enrollment (SF 2817B for Postal Employees), constitute the employee's Certificate of Insurance.

SEN 7540-01-231-020

PART 1—File in Official Personnel Folder

AF000632

Standard Form 2817
Rev. February 1988
U.S. Office of Personnel Management
FPM Supplement 50-1

Previous editions obsolete and unusable

2817-101

TENNESSEE VALLEY AUTHORITY

APPLICATION FOR EMPLOYMENT

AIS B. V. U.

Important: Please follow attached instructions. Type, print, or write plainly. Use additional sheets of paper if necessary. Return to Employment Services, TVA, Knoxville, TN 37902 unless an address is shown in block to right. If one is shown, please use that address.

1. Have you ever worked for TVA? No If "yes" give date last worked and location _____
Yes or No
2. Is your present employer a federal agency or have you been RIF'd by another federal agency in the last year? No
Yes or No
3. Date of this application: Mar 15 1990 4. If you are under 18 years of age, state your date of birth N/A
Year Month Day
5. Social Security Number [REDACTED] 6. Are you a citizen of the U.S.A.? Yes
Yes or No

If "no," give the country or countries of which you are a citizen _____

7. Mr. McArthur, Wilson Cooper
(Print) Last First Middle Maiden Name

MAILING ADDRESS		PERMANENT ADDRESS (if different from mailing)	
Street or R.F.D.	[REDACTED]		
City	[REDACTED]		
County	[REDACTED]		
State	[REDACTED]		
	ZIP [REDACTED]		ZIP
Home Telephone/Area Code [REDACTED]		Work Telephone/Area Code ()	

Type of work or positions desired: First Choice 0510

(See Instructions)

Second Choice 1111

(See Instructions)

10. Would you accept temporary employment? _____ Summer? _____ Part-time? _____ Full time? _____
Yes or No Yes or No Yes or No Yes or No

11. What is the lowest entrance salary you will accept per hour \$ _____ Per Year \$ _____

12. At what locations will you accept employment? _____

13. Are you related in any way to a TVA employee? No If "yes," state name of each employee and exact relationship.
Yes or No Give position and location, if known.

14. If pertinent to the position for which you are applying, list the office machines, computers, laboratory equipment, etc., you can operate efficiently _____

15. Union Membership _____
Name of Union Local Number Address

16. Professional or technical organizations of which you are a member and/or other honors, distinctions, licenses, certificates (if directly related to your occupation, indicate license name, number and state from which issued)

American Nuclear Society

Acc 1st Physics Society

License # 1717 Nuclear Engineer - State of California

License # 1357 Certified Control Manager

Applicant DO NOT complete this section.

YRS	RD	INIT	REG	Requested Salary	Empl Status	Citizenship	Acknowledgment Code
0	1	1	1	Type Emp	Current Salary	Acpt Locations	
0	1	1	2	Educ	Veteran Status	Org Mtd	Union
				Adv Code	Subm No	Referral Date	Referral Date
				School	Degree	GPA	GPA Scale
				Major	Minor	Grad Date	
				Remarks			

AF000633

17. EDUCATION: A. Highest grade completed 1 through 12? _____ Date of Leaving? _____ Did you graduate? _____ GED? _____
 Yes or No Yes or No

Name of High School and address _____

OTHER EDUCATION	DATES ATTENDED	GPA	GPA SCALE	TOTAL CREDIT HRS. (40/120)	MAJOR SUBJECT	DEGREE RECEIVED YES/NO IF YES TYPE OF DEGREE	GRADUATION DATE	NAME OF SCHOOL AND ADDRESS
Undergraduate	<input checked="" type="checkbox"/> 1954				Physics	B.S.	1965	East Carolina University
Graduate	<input checked="" type="checkbox"/> 1965							
Trade, Tech., Bus., other	<input type="checkbox"/>							
Undergraduate	<input checked="" type="checkbox"/> 1965				Radiological Physics	A.S.	1967	University of North Carolina
Graduate	<input checked="" type="checkbox"/> 1967							
Trade, Tech., Bus., other	<input type="checkbox"/>							
Undergraduate	<input checked="" type="checkbox"/> 1965-1970				Radiological Physics	Ph.D.	1971	Purdue University
Graduate	<input checked="" type="checkbox"/>							
Trade, Tech., Bus., other	<input type="checkbox"/>							

C. List your chief college graduate/undergraduate courses, and provide a transcript. _____

D. Scholastic honors, extracurricular activities Most Outstanding Physics Student

18. Military Active duty in Armed Forces (to be filled in also by spouses of service-connected disabled ex-service personnel; and by widows, widowers, or mothers of ex-service personnel). Documentary Evidence: Proof of discharge, campaign awards, and/or disability status are not required with this application (except as specified in item I below); however, in the event of appointment to a TVA position, documentary evidence must be presented. Omit National Guard or reserve service unless your organization was activated.

A. Branch of Service Air Force B. Training purposes only? Yes or No

C. Dates of entry Jan 1954 D. Dates of Discharge Jan 1959

E. Rank at Discharge A-1C F. Serial No. 74-631213

G. Number of days of lost time (AW 107; A 86; AWOL) None
 H. Were all separations under "honorable" conditions? Yes If no, specify _____

I. Are you a disabled veteran? Yes Is compensation being paid for a military service-connected disability? _____ % Are disability retirement benefits or a pension being paid by the VA or the Depts. of the Army, Navy, or Air Force for disability? _____ %
 Yes or No State Percent

VA Claim No. _____ IF DISABILITY IS COMPENSABLE AT 10% OR MORE, YOU MUST PRESENT DOCUMENTARY EVIDENCE AT THE TIME APPLICATION IS MADE.

J. Purple Heart Award? Yes or No K. Retired Member Armed Forces? Yes or No L. Did you receive an expedition or campaign medal? Yes or No

Name medal and campaign _____

M. If you are the spouse of a veteran who has a service-connected disability, or if you are a veteran's widow or widower who has not remarried, or if you are a widowed, divorced, or separated mother of a deceased or totally disabled veteran who was honorably discharged, check this box ☐ and you will be sent a form for more detailed information to establish preference eligibility.

19. REFERENCES: List references, not related to you by blood or marriage, who are or have been mainly responsible for close direction of your work, or who are in a position to judge your work critically in those occupations in which you regard yourself as best qualified. Also include persons who have knowledge of education and experience reported under items 17 and 20 of this application.

NAME AND HOW ASSOCIATED (EMPLOYER, TEACHER, COMMANDING OFFICER, ETC.)	BUSINESS OR HOME ADDRESS (NAME OF BUSINESS, NUMBER, STREET, CITY, STATE, ZIP CODE)	TELEPHONE NUMBER	YEARS KNOWN
A. Dr. Paul Ziemer (Teacher)	Business: <u>Purdue University</u> Home: <u>Lafayette, Indiana</u>	<u>Purdue Univ.</u>	<u>20</u>
B. Mr. Sam McManus (Employer)	Business: <u>Carolina Power & Light</u> Home: <u>Rocky Mount, North Carolina</u>	<u>919-546-6111</u>	<u>18</u>
C. Mr. Gerardo Thornton (Church)	Business: <u>3605 Cleveland Ave</u> Home: <u>Rocky Mount, N.C.</u>	<u>919-787-8850</u>	<u>20</u>
D. Mr. Arthur Margardt (Employer)	Business: <u>Pacific Nuclear Co.</u> Home: <u>Richmond, Virginia</u>	<u>1</u>	<u>3</u>
E. Dave Daugherty (Professional)	Business: <u>Tennessee Valley</u> Home: <u>Chattanooga, Tenn</u>	<u>TVA</u> <u>(Chattanooga)</u>	<u>15</u>
F. Dr. Thirion Ellerman (Teacher)	Business: <u>North Carolina State</u> Home: <u>Chapel Hill, N.C.</u>	<u>919-737-2302</u>	<u>18</u>

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20. EMPLOYMENT RECORD

Begin with your present or most recent employment and work backwards, listing and describing every employment you have had during the past 10 years, including all periods of military service, unemployment, self-employment, and school vacation work. If your work more than 10 years ago is related to the type of position for which you are applying, list and describe each related employment. Specific information about special qualifications, not covered elsewhere, including published writings, patents, licenses, etc., and educational courses particularly relevant to position(s) for which you are applying should be given on supplementary sheets. Craft workers should show type of welding.

(1) Employer's Name <i>Quadrat Corporation</i>		Home Office Address (City, State, Zip Code) <i>1940 N.W. 67th Ave. Gainesville, FLA</i>		Telephone Number <i>904 333-6066</i>
Date Employed, Unemployed, Self-Employed From To mo/yr mo/yr <i>June 1, 1987</i> <i>March 23, 1980</i>		Job Site Location (City, State) <i>Gainesville, FLA</i>	Position Held <i>Manager</i> <i>Deputy</i>	Reason for Leaving <i>To accept TWA position</i>
Name & Title of Supervisor <i>Mr. Mac Jones V.P.</i>				
Residence While Employed (City, Apt. No., State, Zip Code) <i>102 Rustic Wood Lane, Cary, N.C. 27511</i>				
Official Residence If Different From Above			Salary Beginning: \$ <i>100,000</i> per year + <i>bonus</i> Ending: \$ <i>100,000</i> per year + <i>bonus</i>	
Description Of Your Work <i>Provided consulting and field services project management</i>			Number And Kind Of Employees Supervised By You <i>10 - 15</i>	

(2) Employer's Name <i>KLM Engineering</i>		Home Office Address (City, State, Zip Code) <i>WALNUT CREEK, CALIFORNIA</i>		Telephone Number <i>415 945-6788</i>
Date Employed, Unemployed, Self-Employed From To mo/yr mo/yr <i>June 1, 1987</i>		Job Site Location (City, State) <i>WALNUT CREEK, CAL</i>	Position Held <i>Principal</i>	Reason for Leaving <i>Sold assets of business</i>
Name & Title of Supervisor <i>Principal</i>				
Residence While Employed (City, Apt. No., State, Zip Code) <i>1478 Ramsey Circle, Walnut Creek, CA 94596</i>				
Official Residence If Different From Above			Salary Beginning: \$ <i>70,000</i> per year + <i>bonus</i> Ending: \$ <i>100,000</i> per year + <i>bonus</i>	
Description Of Your Work <i>Directed the technical and business efforts of KLM as President</i>			Number And Kind Of Employees Supervised By You <i>30</i>	

(3) Employer's Name <i>Impell Corp.</i>		Home Office Address (City, State, Zip Code) <i>WALNUT CREEK, CA</i>		Telephone Number <i>()</i>
Date Employed, Unemployed, Self-Employed From To mo/yr mo/yr <i>1980</i> <i>1982</i>		Job Site Location (City, State) <i>WALNUT CREEK, CAL</i>	Position Held <i>Manager</i> <i>Waste Mgmt.</i>	Reason for Leaving <i>To start a company</i>
Name & Title of Supervisor <i>Dr. Richard Stuart V.P.</i>				
Residence While Employed (City, Apt. No., State, Zip Code) <i>1478 Ramsey Circle, Walnut Creek, CA 94596</i>				
Official Residence If Different From Above			Salary Beginning: \$ <i>60,000</i> per year Ending: \$ <i>85,000</i> per year	
Description Of Your Work <i>Was responsible for development of waste management services in the U.S.</i>			Number And Kind Of Employees Supervised By You <i>20 - 50</i>	

See Reverse Side

AF000635

Item 20. Employment Record continued.

(4) Employer's Name TERA Corp		Home Office Address (City, State, Zip Code) Berkley, Cal.		Telephone Number 1
Date Employed, Unemployed, Self-Employed From To mo/yr mo/yr 1978 1980	Job Site Location (City, State) Berkley, Cal	Position Held D.V. Mgr. Waste Mgr.	Reason for Leaving Accepted position at Impell Corp	
Name & Title of Supervisor Robert Felton Sr. V.P.				
Residence While Employed (City, Apt. No., State, Zip Code) 1428 Krauss Birch, Walnut Creek, Cal				
Official Residence If Different From Above			Salary Beginning: \$ 50,000 per year Ending: \$ 70,000 per year	
Description Of Your Work Responsible for consulting services in waste management Division			Number And Kind Of Employees Supervised By You 10	

See attached sheet

(5) Employer's Name Carolins Power, Inc.		Home Office Address (City, State, Zip Code) Raleigh, North Carolina		Telephone Number 919 546-6111
Date Employed, Unemployed, Self-Employed From To mo/yr mo/yr 1977 1977	Job Site Location (City, State) Raleigh, N.C.	Position Held Principal Engineer	Reason for Leaving Accepted position at Hitachi Nuclear	
Name & Title of Supervisor Mr. Sam McManus, Hitachi Nuclear Eng				
Residence While Employed (City, Apt. No., State, Zip Code) Resara Drive, Raleigh, N.C. 27609				
Official Residence If Different From Above			Salary Beginning: \$ 25,000 per year Ending: \$ 50,000 per year	
Description Of Your Work Responsible for design and construction coordination for nuclear power plant projects			Number And Kind Of Employees Supervised By You 100 - 150	

21. Have you ever been convicted of an offense against the law or forfeited collateral, or are you now under charges for any offense against the law? Include convictions while in military service by summary, special, or general court martial, and include traffic violations for which you paid a fine of more than \$100. Write "Yes" or "No" **NO**

Do not include any offense committed before your 18th birthday which was finally adjudicated in a juvenile court or under a youth offender law, or any offense committed before your 18th birthday in a state without a youth offender law if the offense would be treated as an offense committed by a juvenile under Federal law, any conviction the record of which has been expunged under Federal or state law, and any conviction set aside under the Federal Youth Corrections Act or similar state authority. CONVICTION IS NOT A BAR TO EMPLOYMENT. EACH CASE IS CONSIDERED ON ITS INDIVIDUAL MERITS.

If your answer is "yes" give on extra sheet of paper the following for each: (1) date, (2) nature of offense or violation, (3) name and location of court, and (4) penalty imposed, amount of collateral forfeited, or other disposition of case.

22. Have you been discharged (fired), or have you resigned (quit) after notice that you were being discharged (fired), from any job for any reason within the past five years? **No** If your answer is "yes," give details on an extra sheet of paper.

TVA appointees are subject to final appointment interview, fingerprinting, medical examination, and investigation. A false statement or dishonest answer to any question may be grounds for cancellation of your application or your dismissal after appointment and may be punishable by fine and imprisonment.

I do solemnly swear (or affirm) that the statements made in answer to the questions on this form are full and true to the best of my knowledge and belief.

Date **March 15, 1990** Signed **Wilson Allen Oakes**

23. Have you any objection to our making inquiry of any person named in your references or employment record? **No** If "yes," give name and reason on separate sheet of paper. If "no," please read, date, and sign the following statement:

I hereby authorize any person, agency, organization, or institution to release to the Tennessee Valley Authority (TVA) information as TVA may request about me. This information may include but is not limited to academics, performance evaluation, attendance, discipline, and arrests and convictions. I hereby release any person, agency, organization, or institution from any and all liability whatsoever resulting from this inquiry.

Date **March 15, 1990** Signed **Wilson Allen Oakes**

AF000636

S. | Hillman Nuclear & Development Corp. (HNDC)

Columbia, Maryland

(Was recently purchased by Westinghouse)

Supervisor: Mr. Fred Hillman

Employed from: 1977

To: 1978

Position: Vice President & General Manager

Desc of Duties: Responsible for the operation of the
HNDC Division of the Hillman Corporation

Reason for leaving: To accept position at TEG Corp.

AF000637

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11/10/57

EMPLOYMENT ELIGIBILITY VERIFICATION (Form I-9)

1. EMPLOYEE INFORMATION AND VERIFICATION: (To be completed and signed by employee.)

Name (Print or Type) Last	First	Middle	Birth Name
McArthur	Wilson	Cooper	
Address (Street Name and Number)		City	State
[Redacted]		[Redacted]	[Redacted]
ZIP Code		[Redacted]	
Date of Birth (Month/Day/Year)	Social Security Number		
[Redacted]	[Redacted]		

I attest, under penalty of perjury, that I am (check a box)

- ☒ 1. A citizen or national of the United States.
- ☐ 2. An alien lawfully admitted for permanent residence (Alien Number A _____).
- ☐ 3. An alien authorized by the Immigration and Naturalization Service to work in the United States (Alien Number A _____ or Admission Number _____, expiration of employment authorization, if any _____).

I attest, under penalty of perjury, the documents that I have presented as evidence of identity and employment eligibility are genuine and relate to me. I am aware that federal law provides for imprisonment and/or fine for any false statements or use of false documents in connection with this certificate.

Signature Wilson C. McArthur Date (Month/Day/Year) 10/2/96

PREPARED, TRANSLATOR CERTIFICATION (To be completed if prepared by person other than the employee). I attest, under penalty of perjury, that the above was prepared by me in the request of the named individual and is based on all information of which I have any knowledge.

Signature	Name (Print or Type)
Address (Street Name and Number)	City
State	Zip Code

2. EMPLOYER REVIEW AND VERIFICATION: (To be completed and signed by employer.)

Instructions:

Examine one document from List A and check the appropriate box, OR examine one document from List B and one from List C and check the appropriate boxes. Provide the Document Identification Number and Expiration Date for the document checked.

List A Documents that Establish Identity and Employment Eligibility	List B Documents that Establish Identity	List C Documents that Establish Employment Eligibility
<input checked="" type="checkbox"/> 1. United States Passport <input type="checkbox"/> 2. Certificate of United States Citizenship <input type="checkbox"/> 3. Certificate of Naturalization <input type="checkbox"/> 4. Unexpired foreign passport with attached Employment Authorization <input type="checkbox"/> 5. Alien Registration Card with photograph	<input type="checkbox"/> 1. A State-issued driver's license or a State-issued I.D. card with a photograph, or information, including name, sex, date of birth, height, weight, and color of eyes. (Specify State) _____ <input type="checkbox"/> 2. Military Card <input type="checkbox"/> 3. Other (Specify document and issuing authority) _____	<input type="checkbox"/> 1. Original Social Security Number Card (other than a card stating it is not valid for employment) <input type="checkbox"/> 2. A birth certificate issued by State, county, or municipal authority bearing a seal or other certification <input type="checkbox"/> 3. Unexpired INS Employment Authorization. Specify form _____
Document Identification <u>04174003</u>	Document Identification _____	Document Identification _____
Expiration Date (if any) <u>11-23-99</u>	Expiration Date (if any) _____	Expiration Date (if any) _____

CERTIFICATION: I attest, under penalty of perjury, that I have examined the documents presented by the above individual, that they appear to be genuine and to relate to the individual named, and that the individual, to the best of my knowledge, is eligible to work in the United States.

Signature <u>Ronald E. Brock</u>	Name (Print or Type) Ronald E. Brock	Title Employment Manager
Employer Name Tennessee Valley Authority	Address 15631 Missionary Ridge Place Chattanooga, TN 37402-2801	Date 4-2-96

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DATA ON CONVICTIONS

"Have you ever been convicted of an offense against the law or forfeited collateral, or are you now under charges for any offense against the law?" (Include convictions while in military service by summary, special or general court martial, but do not include (a) traffic violations for which you paid a fine of less than \$100, (b) any offense committed before your 18th birthday which was finally adjudicated in a juvenile court or under a youth offender law, or any offense committed before your 18th birthday in a State without a youth offender law if the offense would be treated as an offense committed by a juvenile under Federal law, (c) any conviction which has been expunged under Federal or State law, and (d) any conviction set aside under the Federal Youth Corrections Act or similar State authority.) CONVICTION IS NOT A BAR TO EMPLOYMENT OR CONTINUED EMPLOYMENT: EACH CASE IS CONSIDERED ON ITS OWN MERITS.

If you have not been convicted and are not under charges, as explained by the above paragraph, all you need to do is check the answer on LINE A and sign.

If you have been convicted and/or are under charges, you must check the answer on LINE B and LIST ALL TIMES YOU WERE CONVICTED AND/OR LIST ALL OFFENSES FOR WHICH YOU ARE NOW UNDER CHARGES. Failure to give a complete list of such cases may cause YOUR DISCHARGE FOR FALSIFICATION. Persons who falsify information are subject to prosecution under Federal law. YOUR RECORD WILL BE INVESTIGATED.

PLEASE NOTE: If you check line B, it is necessary for you to obtain the signature of a Personnel or Employment Officer.

LINE A ☒ I HAVE NEVER BEEN CONVICTED, NOR AM I UNDER CHARGES FOR ANY OFFENSES AGAINST THE LAW.

LINE B ☐ I HAVE BEEN CONVICTED AND/OR I AM UNDER CHARGES. Below is a complete list as described in the first paragraph.

<u>Date</u>	<u>Location</u>	<u>Offense</u>	<u>Penalty Imposed/or Amount of Collateral Forfeited</u>

The information given above is correct and complete to the best of my knowledge. I understand the penalty for falsifying any information on this form.

Wilson C. McArthur
Signature of Applicant/Employee

March 15, 1990
Date

Wilson C. McArthur
Typed Name of Applicant/Employee

SSN:

I have discussed the information with the applicant/employee who has signed this form.

Signature of Personnel or Employment Officer

Title

Date

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WILSON C. McARTHUR



PROFESSIONAL GOALS

To perform as a technical manager in an environment that recognizes and rewards the meeting of goals and objectives and maintains the flexibility to respond to a changing market place. Business development and strategic planning positions have always proved a challenge and produced a high level of motivation and positive results.

EXPERIENCE HIGHLIGHTS

- Directed the engineering efforts of Carolina Power and Light Company's Harris Nuclear Power Plant project. Approximately 75 engineers were assigned to this project.
- Was Vice-President and General Manager of Hittman Nuclear and Development Corporation. The company experienced growth in equipment sales and field services during this assignment.
- Served as Division Manager for Waste Management Services for TERA and EDS Nuclear (now Impell). Goals for both companies were met during these assignments.
- Managed the start-up of a new company, KLM Engineering, and directed its efforts for six years. Primary services were waste management, health physics and computer services. Several key technologies were developed during this tenure.

Served as Senior Staff Consultant and Manager of Environmental and Technical Services for the Quadrex Corporation.

- Performed and directed consulting services in waste management (both hazardous and radioactive) for utilities, private industries, and Department of Energy, and the Environmental Protection Agency.
- Was instrumental in the development of RCRA and assisted both Oak Ridge and Argonne National Laboratories in programmatic development.
- Has specific expertise in technical programs, administrative controls, documentation (software and hardware), and organizational development.
- Has performed field services for the EPA in Radon Gas and its progeny and the clean-up of several hazardous waste and radioactive waste sites. Most recently, directed the hazardous waste clean-up of the Naval Operations Service Center (NOSC) and decontamination of a Tritium contaminated facility.
- Directed and performed consulting in the areas of management and team development, training, radwaste, radiation protection, and performed audits and evaluations for utilities. Developed and improved new technological concepts such as Boric Acid Reclamation, High Integrity Containers, and Robotics.
- Held the lead position in directing the technological direction and business development efforts of the Texas Nuclear Corporation after the company was purchased by the Nuclear Chicago Corporation.
- Responsible for organizing Quality Circles and Independent Review Team (IRT).
- Has served as President of the state/local sections of the American Nuclear Society and Health Physics Society.

Published and presented over fifty technical papers and reports in the fields of radiation protection, instrumentation, waste management, computer applications, organization/management, and quality circles.

- Developed technology exchange programs in the Far East and Europe.

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PROFESSIONAL EXPERIENCE

1987 - Present

Quadrex Corporation

Manager, Environmental/Technical Services. Responsible for the technical and project management efforts in the areas of management development, training, radiation protection, radioactive and hazardous waste management.

1982 - 1987

KLM Engineering, Incorporated

Principal. Responsible for developing, maintaining and assuring the quality of work. Responsible for radwaste, radiation protection consultation and new business development. Specific areas of expertise were management and organization review, training, radiation protection, ALARA, radioactive and toxic chemical waste processing, storage, packaging, shipment, and burial. Experienced in engineering services, specifically decontamination and decommissioning technology, transportation, and field processing of waste. Directed the company's EPA RCRA and Super Fund activities. Was involved in the development of Robotics, High Integrity Containers, and Membrane Technology (Boric Acid Reclamation).

Assisted several utility organizations at nuclear power plants in developing a positive management style. This process consisted of an audit of existing programs and corrective action through procedural changes, development of management processes, and improved training programs. Devoted a considerable amount of time and effort to working with health physics organizations and Plant Superintendents in both BWR's and PWR's during the startup and operational phases, helping them develop a full understanding of their individual roles, as well as the relationship of health physics to the rest of the plant.

1978 - 1982

EDS Nuclear (now Impell) and TERA Corporation

Division Manager for both Impell and TERA. Directed the company's efforts in RCRA, Super Fund, and decontamination projects. Successfully managed a consulting group primarily concerned with solving the industry's day-to-day problems in health physics and handling of waste, both radioactive and toxic chemical. The effort resulted in a number of conceptual designs for the backfit to radioactive waste processing systems. Expertise in ALARA methodology was developed in the process of creating several complete dose reduction (ALARA) programs and in the performance of plant ALARA and radiation protection audits. Developed a technology exchange program in Japan, Republic of China, and Italy.

1977 - 1978

Hittman Nuclear and Development Corporation

Vice-President and General Manager. Directed a field services organization that packages and transports radioactive waste (fuel cycle and nonfuel cycle) to burial grounds. Responsibilities also included the design of low-level radioactive waste containers and the development of waste processing equipment. Directly responsible for decontamination, decommissioning, and usual radwaste problem projects. Experience includes responsibility for the design, manufacturing, and installation of radwaste solidification systems, both cement and polymer.

1971 - 1977

Carolina Power & Light

Principal Project Engineer for the Shearon Harris Nuclear Power Plant. Functions included design, construction interface, and the management of 75 engineering personnel. Prior to the position, was responsible for Radwaste Retrofit Designs at H.B. Robinson 2, Brunswick 1 and 2, and Shearon Harris, an innovative direction in Health Physics programs at all CP&L plants.

1967 - 1969

Nuclear Chicago Corporation/Texas Nuclear

Experience includes the design and fabrication of radiation monitoring equipment and low-energy particle accelerators. Both nuclear power plants and high-energy physics laboratories are a part of this design experience. Involved in original research for the development of the Thermally Stimulated Emission of Exo-electrons (TSEE) dosimetric concept.

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EDUCATION

- Ph. D., Radiological Physics, Purdue University, 1970
- M.S., Radiation Physics, University of North Carolina, 1967
- B.S., Physics, East Carolina University, 1965

PROFESSIONAL AFFILIATIONS, REGISTRATION AND LICENSES, SOCIETIES, AND AWARDS

- Nuclear Engineer, State of California Registration #1717
- Certified Hazards Control Manager - Masters Level Registration #1337
- American Nuclear Society, Past Chairman of Eastern Carolina Section
- Health Physics Society, Past President of North Carolina Section
- Chairman, Edison Electric Institute, Steam Generator Safety Valve Committee
- Member of several AIF Committees

SELECTED PRESENTATIONS AND PUBLICATIONS

- "Impact of 10CFR20 changes on Radiological Controls," Invited paper at the 1988 IEEE Symposium on Nuclear Power Systems, November 10-12, 1988, November 1988
- "High Integrity Containers," Waste Management '86 Symposium, Tucson, Arizona, March 1988
- "Quality Circles in Nuclear Plant Operations," Invited Paper - ASQC Energy Division, San Francisco, California, April 10, 1985
- "Litigation Management - A Practical Approach," Health Physics Society Annual Meeting, Chicago, Illinois, May 26-31, 1985
- "You Get what Your Pay For--Applications of Computers in Health Physics Programs at Nuclear Power Plants," Health Physics Society Annual Meeting, New Orleans, Louisiana, June 1984
- "ALARA: Working Level to Management--An Update," Radiation Protection Management, Vol. 1, No. 2; January 1984, pp. 15-24
- "The Economic Impact of Regional Waste Disposal on Advanced Volume Reduction Technologies," Waste Management '83 Symposium, Tucson, Arizona, 1983
- "ALARA: Working Level to Management--An Update," Health Physics Society Annual Meeting, Baltimore, Maryland, June 1983
- "Pre-Operational Nuclear Plant Radiation Protection Programs," Health Physics Society Annual Meeting, Baltimore, Maryland, June 1983
- "Laboratory Requirements and Procedures for Compliance with the Requirements of 10CFR51," Health Physics Annual Meeting, Baltimore, Maryland, June 1983
- "Application of Microcomputers in Strengthening On-Site Health Physics at Nuclear Power Plants," Health Physics Society Annual Meeting, Baltimore, Maryland, June 1983
- "The Role of 'Quality Circles' in Nuclear Power Plant Operation," Health Physics Society Annual Meeting, Baltimore, Maryland, June 1983
- "Data Requirements for Meaningful Long-Term Epidemiology Study of the Commercial Nuclear Power Industry," 16th Health Physics Society Mid-Year Topical Symposium, Albuquerque, Mexico, January 9-13, 1983
- "A Computer-Based ALARA Cost Benefit Analysis for Operating Plants," American Nuclear Society Power Division Topical Meeting, Columbia, South Carolina, March 28-31, 1982
- "Volume Reduction - Its Impact on Ionizing Radiation Exposure of Power Plant Personnel," Health Physics Annual Meeting, Seattle, Washington, July 1980
- "ALARA From Working Level to Management," Health Physics Society Annual Meeting, Seattle, Washington, July 1980
- "Transuranic Contaminated Waste - Functional Definition and Implementation," UCRL, March 1980
- "Transuranic Contaminated Waste Form Characterization and Data Base," UCRL, July 1980, Rev. 1 (3volumes)
- "Inventory and Sources of Transuranic Solid Waste," UCRL, March 1980, Rev. 1
- "The Status of Low-Level Radioactive Waste Disposal How to Plan a Disaster," Mid-Year Health Physics Society Symposium on Low-Level Waste Management, 1979
- "Light Water Reactor Waste Management System Emphasis Upon Volume Reduction (by Membrane Technology) and Economics," Topical Conference on Reactor Operating Experience, Arlington, Texas, August 1979
- "Tru Waste Forms, Containers and Packages-Problem Overview and Definition," UCRL, December, 1978
- "An Analysis of Capital and Operating Costs Associated with High-Level Waste Solidification Processes," UCRL 80064, 1978
- "Health Physics Problems Associated with the Dismantling and Decontamination of the Illinois Institute of Technology Research Institute (IITRI) Reactor," Health Physics Annual Meeting, 1978

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SELECTED PRESENTATIONS AND PUBLICATIONS (continued)

- "Production of Solidified High-Level Wastes - A Cost Comparison of Solidification Processes," UCRL 13740, August, 1977
- "Radiation Monitoring Systems: Current Status and Future Prospects," invited Keynote Speaker, 1977 IEEE Annual Meeting, San Francisco California
- "A Nuclear Power Plant Radiation Monitoring System," Health Physics, Pergamon Press, September 1975
- "Is Your Exposure as Low as Practicable?," Power Engineering, August 1975
- "Reduction of In-Plant Personnel Exposure - Operating Experience as a Design Feedback," 1975
- "Responsibility Begins at 21 or 7," Health Physics Annual Meeting, 1975
- "Proposed 10CFR50 Appendix 1 A Developing Ratchet," Health Physics Society Annual Meeting, 1974
- "A Radwaste System Philosophy and Design for the 1990's," Health Physics Society Annual Meeting, 1974
- "Ruby - A Dynamic Radioactivity Model," Health Physics Society Annual Meeting, 1974
- "Design Methods for Reducing In-Plant Exposure," Health Physics Annual Meeting, 1974
- Ziemer, P.L., McArthur, W.C., McManaman, V.L. and Smith, G.O., "Characteristics of Selected Phosphors for Stimulated Exo-Electron Emission," RISO Report 249, Danish AEC, Riso, Roskilde, 1972
- "The Dosimetric Properties of Lithium Fluoride using Thermally Stimulated Emission of Exo-Electrons," Doctoral Thesis," Purdue University, 1971
- "Characterization of the North Carolina State University Research Reactor for Radiobiological Experimentation," Masters Thesis, University of North Carolina, 1967

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LEGEND: Insert N/A to the items below which are not applicable.

PERSONAL DATA	1. LAST NAME - FIRST NAME - MIDDLE NAME MCARTHUR WILSON COOPER		2. SERVICE NUMBER AF 24 631 313		3. GRADE, RATE OR RANK A/IC (P)		4. DATE OF BIRTH (Day, Month, Year) 1 Sep 57	
	5. DEPARTMENT, COMPONENT AND BRANCH OR AIR FORCE "RegAF"		6. PLACE OF BIRTH (City and State or Country) Clinton, N.C.				7. DATE OF BIRTH [REDACTED]	
	8. RACE [REDACTED]	9. SEX Male	10. COLOR HAIR Black	11. COLOR EYES Brown	12. HEIGHT 5'9"	13. WEIGHT 160	14. U.S. CITIZEN <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	15. MARITAL STATUS Married
	16. HIGHEST CIVILIAN EDUCATION LEVEL ATTAINED 3 Years High School		17. MAJOR COURSE OR FIELD Academic					
TRANSFER OR DISCHARGE DATA	18. TYPE OF TRANSFER OR DISCHARGE Release from Active Duty		19. STATION OR INSTALLATION AT WHICH EFFECTED Seymour Johnson AFB, N.C.					
	20. REASON AND AUTHORITY (SDN 203) AFR 39-10 "Expiration Term of Service"		21. EFFECTIVE DATE 30 Jan 59		22. DATE 30 Jan 59			
SELECTIVE SERVICE DATA	23. LAST DUTY ASSIGNMENT AND MAJOR COMMAND 4th ABGRU (TAC)		24. CHARACTER OF SERVICE HONORABLE		25. TYPE OF CERTIFICATE DD 217 AF			
	26. SELECTIVE SERVICE NUMBER 8 43 36 323		27. SELECTIVE SERVICE LOCAL BOARD NUMBER, CITY, COUNTY AND STATE LB# 43, P.O. Bldg, West Palm Beach, Fla.				28. DATE INDUCTED Not Applicable	
	29. DISTRICT OR AREA COMMAND TO WHICH RESERVIST TRANSFERRED "AFRES" Air Reserve Record Center, 3800 York St., Denver, Colo.							
SERVICE DATA	30. TERMINAL DATE OF RESERVE OBLIGATION 11 Aug 61		31. CURRENT ACTIVE SERVICE OTHER THAN BY INDUCTION a. SOURCE OF ENTRY <input checked="" type="checkbox"/> ENLISTED (From Enlistment) <input type="checkbox"/> ENLISTED (From Service) <input type="checkbox"/> REENLISTED <input type="checkbox"/> OTHER: AFQT 4-59-III				32. TERM OF SERVICE (Years) 4	
	33. PRIOR REGULAR ENLISTMENTS None		34. GRADE, RATE OR RANK AT TIME OF ENTRY INTO CURRENT ACTIVE SERVICE A/B		35. PLACE OF ENTRY INTO CURRENT ACTIVE SERVICE (City and State) Miami, Fla.			
	36. WORK OF RECORD AT TIME OF ENTRY INTO ACTIVE SERVICE (Spec. RFD, City, County and State) [REDACTED]		37. STATEMENT OF SERVICE					
	38. SPECIALTY NUMBER AND TITLE 30452A Grd Radio Rpm		39. RELATED CIVILIAN OCCUPATION AND b. C. T. NUMBER Unknown		40. CREDITABLE FOR BASIC PAY PURPOSES			
					41. TOTAL ACTIVE SERVICE			
					42. FOREIGN AND/OR SEA SERVICE			
					43. DECORATIONS, MEDALS, BADGES, CONMEMORATIONS, CITATIONS AND CAMPAIGN RIBBONS AWARDED OR AUTHORIZED Good Conduct Medal, SO 471/1 Apr 58/4th ABGRU			
					44. WOUNDS RECEIVED AS A RESULT OF ACTION WITH ENEMY FORCES (Place and date, if known) None			
					45. SERVICE SCHOOLS OR COLLEGES, COLLEGE TRAINING COURSES AND/OR POST-GRADUATE COURSES SUCCESSFULLY COMPLETED			
					46. OTHER SERVICE TRAINING COURSES SUCCESSFULLY COMPLETED GED-Equiv 12 years school completed 58			
VA DATA	47. GOVERNMENT LIFE INSURANCE IN FORCE <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		48. AMOUNT OF ALLOTMENT		49. MONTH ALLOTMENT DISCONTINUED			
	50. VA BENEFITS PREVIOUSLY APPLIED FOR (Specify type) None				51. VA CLAIM NUMBER C-			
AUTHENTICATION	52. REMARKS Blood Gp "A" (H); No time lost; AQE: M6, C7, TS6, E7; \$200.00 M.O.P. Due PL 550, 82d Cong; NAC 5 Jul 56, 4th Dist OSI, Secret 9 Jul 56; FSSD N-Jan55; RE-3; 60 days acc ly to be paid on discharge.							
	53. PERMANENT ADDRESS FOR MAILING PURPOSES AFTER TRANSFER OR DISCHARGE (Street, RFD, City, County and State) 215 Skelly Dr. Rockledge, Broward, Fla.				54. SIGNATURE OF PERSON BEING TRANSFERRED OR DISCHARGED Wilson C. McArthur			
	55. TYPED NAME, GRADE AND TITLE OF AUTHORIZING OFFICER PHILIP J. BURY JR, Capt, USAF				56. SIGNATURE OF OFFICER AUTHORIZED TO SIGN [Signature]			

DD FORM 214

REPLACES EDITION OF 1 JUL 52 WHICH IS OBSOLETE AFTER 1 JULY 1954.

ARMED FORCES OF THE UNITED STATES
REPORT OF TRANSFER OR DISCHARGE

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LI-1-90

PERSONAL DATA

NAME (LAST, FIRST, MIDDLE) **MCARTHUR** **ROBBIE T**

HOME PHONE **[REDACTED]** DATE OF BIRTH **[REDACTED]**

CURRENT HOME ADDRESS **[REDACTED]** CITY **[REDACTED]** STATE **[REDACTED]** ZIP CODE **[REDACTED]** SEX **[REDACTED]**

PERMANENT ADDRESS, IF OTHER THAN CURRENT **[REDACTED]** CITY **[REDACTED]** STATE **[REDACTED]** ZIP CODE **[REDACTED]** VETERANS CODE **[REDACTED]** UNION CODE **[REDACTED]**

RADGE NO. **[REDACTED]** CITIZENSHIP **USA**

JOB, ORGANIZATION, SALARY

JOB TITLE **BOARD** CODE **000** JOED OR **NUC POWER** OPERATIONS **NUC ASSUR&B**

ORGANIZATION CODE **015000000**

OFFICIAL STATION **[REDACTED]** POST OFFICE OF OFFICIAL STATION **[REDACTED]**

SERVICE DATES

FEDERAL **90-04-02** CURRENTLY **90-04-02** MIL LAYOFF **[REDACTED]**

EMP ON REEMP **90-04-02** OPTIONAL **[REDACTED]** OPTIONAL **[REDACTED]**

OTHER ITEMS

RETR MILITARY **[REDACTED]**

SUPVR INDICATOR **SUPERVISORY** PROT. PAY ENDS **[REDACTED]**

EMERGENCY CONTACT

NAME (FIRST, MIDDLE, LAST) **ROBBIE T MCARTHUR** RELATIONSHIP **WIFE** PHONE **[REDACTED]**

ADDRESS **[REDACTED]** CITY **[REDACTED]** STATE **[REDACTED]**

APPROVAL SIGNATURES

EMPLOYEE **[REDACTED]**

MOBT REP **[REDACTED]**

MOBT REP **[REDACTED]**

I CERTIFY TO THE ACCURACY OF THIS FORM AND ITS ACTION'S COMPLIANCE WITH ALL APPLICABLE TVA REQUIREMENTS. **[Signature]** **D. EASLEY**

- 1 PERSONNEL MICRORECORDS
2 CENTRAL PAYROLL OFFICE, KNOXVILLE
3 MEDICAL SERVICES
4 ORGANIZATION
5 ORGANIZATION
6 EMPLOYEE

EDUCATION

CERTIFICATE OF LICENSE **19**

DEGREE **PHYSICS** CODE **1087** COLLEGE OR UNIVERSITY ATTENDED **EAST CAROLINA U** CODE **0211** YEAR **85**

DEGREE **PHYSICS** CODE **2087** COLLEGE OR UNIVERSITY ATTENDED **NCU OF** CODE **0570** YEAR **87**

DEGREE **PHYSICS** CODE **3087** COLLEGE OR UNIVERSITY ATTENDED **PURDUE U** CODE **0645** YEAR **91**

ACCESSIONS AND SEPARATIONS

LEAVE WITHOUT PAY **[REDACTED]**

FOR **[REDACTED]**

THIRTY DAYS **[REDACTED]**

MILITARY **[REDACTED]**

PURLOIN **[REDACTED]**

WORK SCHEDULE **[REDACTED]**

EMPLOYEE BEGAN WORK **[REDACTED]**

TERMINATION **[REDACTED]**

ACCOUNT NUMBER

8313-985200-XB31AN

REMARKS

ENTERS FEDERAL AND TVA SERVICE DATES.

SUMMARY OF ACTION

ACTION CODE **9207** TYPE ACTION **CHANGE** EFFECTIVE DATE **90-04-05**

DATE OF BIRTH **90-04-05**

EMPLOYEE STATUS AND INFORMATION RECORD

**NUCLEAR POWER
POSITION DESCRIPTION**

Name Wilson C. McArthur Social Security Number [REDACTED]
 Position Title Manager, Technical Programs Effective Date April 2, 1990
 Reports to (Title) Vice President, NASS Location Chattanooga
ORGANIZATION TITLES:
 Operations Nuclear Assurance and Services Incumbent
 Signature Wilson C. McArthur 5/2/90
 Level Three Technical Programs APPROVALS:
 Supervisor [Signature] for NCK
 Department _____ Next Level
 Manager _____
 Level One _____ HEM/HRO _____

=====

FOR COMPENSATION PLANNING AND ANALYSIS USE ONLY

POSITION EVALUATION:

EVALUATION DATE: 11/21/89

CP&A REVIEWER
INITIALS: _____

FIII3 528 F4(50) 264 E3P 350 1142 46-23-31 +2
 K-H Slot K-H Pts P-S Slot P-S Pts Acct Slot Acct Pts Total Pts Profile

POSITION PURPOSE:

Manages the Technical Programs organization and the Technical Programs functions which include Protective Services, Chemistry and Radiological Services, and Emergency Preparedness, ensuring that managed activities are conducted in accordance with appropriate regulations, TVA commitments, policies and procedures.

DIMENSIONS:

Operating Budget:	\$12.2 MM
Annual Base Payroll:	\$25.9 MM
TOTAL	\$38.1 MM
Employees (Direct - (Indirect) :	635
o Management/Professional/Technical:	587
o Clerical/Technical Support/ Trades and Labor :	48

Distribution: Original - Personnel Microrecords Unit, Knoxville

Copy - Employee

Copy - Operations Organization (as needed)

NATURE AND SCOPE:

This position reports to the Vice President, Nuclear Assurance and Services (NA&S), along with the Managers of Nuclear Manager's Review Group, Nuclear Quality Assurance, Management Programs, Nuclear Training, and Management Services Staff; Senior Project Manager; and an Administrative Assistant.

The incumbent has corporate responsibility for the Nuclear Power Protective Services programs to ensure that adequate security systems, security forces, security training, and security clearance activities are conducted to conform to Security Plan requirements.

Is also responsible for the development of training requirements, implementation of the training program and conduct of training for Fire Protection personnel, and for the development and implementation of the industrial safety programs to ensure that hazardous conditions are recognized and corrected, and a trained response team is properly prepared to contain and eliminate any active hazard such as fire or chemical spill.

Manages and implements the Chemistry and Radiological Services function to include the development of controls, procedures, generation of records, obtaining of environmental permits, and operation of an analytical laboratory to analyze radioactive activity; to ensure that radioactive exposure at nuclear facilities is contained and minimized in compliance with regulatory requirements; and that chemistry parameters are controlled to meet engineering and operating limits that protect plant facilities against unacceptable damage due to corrosion or internal chemical changes.

Responsible for the overall management of the environmental protection program to ensure that the required permits are obtained from regulatory authorities and that the facilities are operated in a manner that meet environmental limits and minimize worker and public exposure.

Responsible for the management of the emergency protection function to include funding for off-site facilities and personnel cost, installation and maintenance of public warning systems, conduct of response drills to accident conditions, training of personnel, establishing and maintaining emergency response facilities and equipment, development of accident scenarios. This ensures that the public health and safety are adequately protected and the emergency plan contains all the features necessary to meet regulatory requirements.

Manages the Technical Programs administrative process to include budget preparation and budget performance, personnel selection, staffing levels, personnel qualification criteria, development of level 3 goals and program performance reporting in conformance with Nuclear Power policy and procedures, and to ensure that the support functions are conducted in a manner to meet Nuclear Power goals and objectives, the Nuclear Power Business Plan, continued development of professionalism and efficient allocation and utilization of resources.

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PRINCIPAL ACCOUNTABILITIES:

Manages the Technical Programs organization to include: Nuclear Power Protective Services, Chemistry and Radiological Services, and Emergency Preparedness.

Ensures that all TVA and Nuclear Power policies and procedures are enforced; that all above functions are implemented in a manner that is consistent with NRC and other regulations and requirements.

Plans for and manages all resources associated with the above-listed functions.

Acts as principal spokesperson on matters related to the Technical Programs organization.

QUALIFICATIONS:

The incumbent must have a Bachelor's Degree in a technical discipline or documented evidence of equivalent, demonstrated knowledge, skills, and abilities.

The incumbent shall have 10 years of experience in the Nuclear Power industry, including 5 years of experience in a responsible managerial capacity and three years of documented evidence of direct experience related to one or more of the technical programs' primary functions.

7/02/90

CORPORATE TRAINING SYSTEM

PAGE: 1

QUARTERLY REPORT OF INDIVIDUAL TRAINING
APRIL 1, 1990 - JUNE 30, 1990

220415

NAME: WILSON C MCARTHUR
SSN: [REDACTED]
ORG: NUC POWER NUC ASSUR&SV
SCH/GRD: M
JOB TITLE: MGR

TRAINING INSTITUTION/ COURSE TITLE	COMPLETION DATE	COLLEGE MAJOR/ CLASS HRS	REASON/ COURSE ID	CATEGORY	ACTIVITY
NUCLEAR CENTRAL OFFICE FITNESS FOR DUTY (FFD)	04/27/90	004	MANDATORY NFFD001.000	00 INTERNAL TRAINING	SUPERVISORY
SEQUOYAH NUCLEAR PLANT NUCLEAR INDUSTRIAL TRAINING	04/19/90	004	MANDATORY NGET010.000	00 INTERNAL TRAINING	OTHER
SEQUOYAH NUCLEAR PLANT RADIOLOGICAL CONTROL (INITI	04/19/90	016	MANDATORY NGET022.000	00 INTERNAL TRAINING	TECHNICAL
SEQUOYAH NUCLEAR PLANT RADIOLOGICAL CONTROL (RETRA	04/19/90	080	MANDATORY NGET023.000	00 INTERNAL TRAINING	OTHER
SEQUOYAH NUCLEAR PLANT SSR - BFN RADCON SST CAT 2	04/19/90	000	MANDATORY NGET102.000	00 INTERNAL TRAINING	TECHNICAL
SEQUOYAH NUCLEAR PLANT SSR - SQH RADCON SST CAT 2	04/19/90	080	MANDATORY NGET202.000	00 INTERNAL TRAINING	TECHNICAL
SEQUOYAH NUCLEAR PLANT SSR - HBN RADCON SST CAT 2	04/19/90	000	MANDATORY NGET302.000	00 INTERNAL TRAINING	TECHNICAL

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NAME: **MILSON, CARLARTHUR** HOME PHONE: [REDACTED] DATE OF BIRTH: [REDACTED]

CURRENT HOME ADDRESS: [REDACTED] CITY: [REDACTED] STATE: [REDACTED] ZIP CODE: [REDACTED] SEX: [REDACTED]

PERMANENT ADDRESS, IF OTHER THAN CURRENT: [REDACTED] CITY: [REDACTED] STATE: [REDACTED] ZIP CODE: [REDACTED] VETERANS CODE: [REDACTED] UNION CODE: [REDACTED]

BADGE NO.: [REDACTED] CITIZEN: [REDACTED]

IDENTIFICATION: 125201 18

EDUCATION: 19

DEGREE	CODE	COLLEGE OR UNIVERSITY ATTENDED	CODE	YEAR
PHYSICS	1087	EAST CAROLINA U	021	65
PHYSICS	2087	NCU OF	0570	87
PHYSICS	3087	PURDUE U	0645	71

JOB, ORGANIZATION, SALARY

JOB TITLE: [REDACTED] CODE: 2186 H BR 90 04 02 PAY RATE: 83400

BOARD: [REDACTED] CNO: [REDACTED] GROUP: NUC POWER OPERATIONS: NUC ASSUR&SV

ORGANIZATION CODE: C115000000

TYPE: [REDACTED] IN TO EXT: [REDACTED] OFFICIAL STATION: CHATTANOOGA CHATTANOOGA TN 41050

ACCESSIONS AND SEPARATIONS

LEAVE WITHOUT PAY FOR MORE THAN 30 DAYS OR MILITARY TURNOVER	WORK SCHEDULE	LAST DAY OF WORK
FROM: [REDACTED] TO: [REDACTED] DAYS OFF: [REDACTED]	FROM: [REDACTED] TO: [REDACTED] DAYS OFF: [REDACTED]	YR: [REDACTED] MO: [REDACTED] DAY: [REDACTED] HOUR: [REDACTED]
FROM: [REDACTED] TO: [REDACTED] DAYS OFF: [REDACTED]	FROM: [REDACTED] TO: [REDACTED] DAYS OFF: [REDACTED]	YR: [REDACTED] MO: [REDACTED] DAY: [REDACTED] HOUR: [REDACTED]
FROM: [REDACTED] TO: [REDACTED] DAYS OFF: [REDACTED]	FROM: [REDACTED] TO: [REDACTED] DAYS OFF: [REDACTED]	YR: [REDACTED] MO: [REDACTED] DAY: [REDACTED] HOUR: [REDACTED]
FROM: [REDACTED] TO: [REDACTED] DAYS OFF: [REDACTED]	FROM: [REDACTED] TO: [REDACTED] DAYS OFF: [REDACTED]	YR: [REDACTED] MO: [REDACTED] DAY: [REDACTED] HOUR: [REDACTED]

SERVICE DATES

FEDERAL	CURRENT	HTL LAYOFF
YR: 86 MO: 04 DAY: 02	YR: 90 MO: 04 DAY: 02	YR: [REDACTED] MO: [REDACTED] DAY: [REDACTED]

OTHER ITEMS

JFUNG 010 RETR MILITARY

SUPVR INDICATOR: SUPERVISORY

PROT. PAY ENDS: [REDACTED]

EMERGENCY CONTACT

NAME: [REDACTED] FIRST: [REDACTED] MIDDLE: [REDACTED] LAST: [REDACTED] RELATIONSHIP: WIFE PHONE: [REDACTED]

ADDRESS: [REDACTED] CITY: [REDACTED] STATE: [REDACTED]

APPROVAL SIGNATURES

EMPLOYEE: [REDACTED]

MONITOR: [REDACTED]

MONITOR: [REDACTED]

I CERTIFY TO THE ACCURACY OF THIS FORM AND THIS ACTION'S COMPLIANCE WITH ALL APPLICABLE TVA REQUIREMENTS

WHO: [REDACTED] M. D. POPE

SUMMARY OF ACTION

ACTION CODE	TYPE ACTION	EFFECTIVE DATE OF THIS ACTION
B2	STACHG	90 07 30

DATE OF ISSUE: 90 07 30

ACCOUNT NUMBER

ORG: [REDACTED] SUPR: [REDACTED] COST ANALYSIS: [REDACTED]

8313-985200-X831AN

8315-985200-X831CN

REMARKS

CHANGE TO ORGANIZATION, PAYROLL, OR ACCOUNT NUMBER

File

GROUP NO: 125201

[REDACTED]

RECEIVED
KNOXVILLE
The

The following Federal service is claimed for determining the rate of accrual of annual leave to which I am entitled under the provisions of the Annual and Sick Leave Act of 1951, as amended.

AF00051

I am _____ am not ☒ a retired member of any of the
uniformed services (check one). I will be eligible
for such retirement about _____.
(date)

4
YRS. MOS. DAYS

this 2nd day of April 1990.

Wilson C. McArthur

Janet C. Vaughan
 AUTHORIZED OFFICER OR NOTARY PUBLIC

(SEE INSTRUCTIONS ON BACK OF THIS FORM)

10/03/90

CORPORATE TRAINING SYSTEM

PAGE: 1

QUARTERLY REPORT OF INDIVIDUAL TRAINING
JULY 1, 1990 - SEPTEMBER 30, 1990

220415

NAME: WILSON C MCARTHUR
SSN: [REDACTED]
ORG: NUC POWER NUC ASSUR&SV
SCH/ORD: M
JOB TITLE: MGR

TRAINING INSTITUTION/ COURSE TITLE	COMPLETION DATE	COLLEGE MAJOR/ CLASS HRS	REASON/ COURSE ID	CATEGORY	ACTIVITY
BROWNS FERRY NUCLEAR SITE BFN NON-RADCON SITE SPECIFI	07/25/90	000	HANDATORY NGET100.000	00 INTERNAL TRAININ	TECHNICAL

AF000652

TENNESSEE VALLEY AUTHORITY

EMPLOYEE APPRAISAL FOR MANAGER AND SPECIALIST EMPLOYEES
for Fiscal Year ending September 30, 1990

NAME <u>Wilson C. McArthur</u>	ORGANIZATION LEVEL _____
SSN <u> </u>	GROUP <u>Nuclear Power</u>
TITLE/PG <u>Manager, Technical Programs</u>	OPERATION <u>Nuclear Operations</u>
TYPE POSITION (m or s) <u>M</u>	DIVISION <u>Operations Services</u>
MANAGER <u>N. C. Kazanas</u>	DEPARTMENT <u>Technical Programs</u>

Summary Statement of employee's performance and potential:



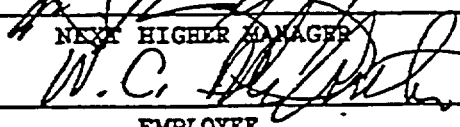
Incumbent has served in this position for five months. During this period of time, an effort to develop a Technical Programs (TP) mission statement was finalized and agreed to with the sites. Lines of communication were developed to ensure that the mission is accomplished, and that exchange and flow of information is high priority. Senior management has been made aware of potential problem areas with corrective action included. Reasonable progress has been made in the following areas:

- Increased attention at the sites toward emergency preparedness's exercises
- Standardization in RADCON/Chemistry, Security, and Fire Protection
- Industrial Safety awareness
- Stabilizing the TP organization through the recent downsizing
- Team building and individual development of key personnel

Incumbent has been actively involved with the SMART effort and with the Senior Evaluation Committee (Hay). Technical issues have received major attention by the "white-paper" concept—write it down and review to ensure all aspects have been addressed.

Budget, goals, reduction of CAORs, late payments, and employee grievances have been well within accepted ranges.

SIGNATURES:

	N. C. Kazanas	11/17/90
MANAGER	(typed name)	DATE
	O. D. Kingsley	11/21/90
NEXT HIGHER MANAGER	(typed name)	DATE
	W. C. McArthur	11/26/90
EMPLOYEE	(typed name)	DATE

AF000653

DATE 9/30/90

NAME Wilson C. McArthur TITLE/PG Manager, Technical Pgms.SSN

PART I.A Performance Standards - (To be completed at the beginning of the fiscal year) State the major accountabilities, specific projects and/or assignments on which the employee will be evaluated throughout the fiscal year.

PERFORMANCE STANDARD	TARGET DATE
1. Meet agreed-upon budget requirements and goals and project good business practices by agreement with the Vice President, Operations Services.	Ongoing
2. Maintain a proficient, professional staff of personnel that can support the sites by selecting appropriate personnel and maintaining a feedback system from the sites regarding quality of support.	Ongoing
3. Increase the NP awareness of individual and group safety by maintaining an Industrial Safety Program that will be equal to or better than other southeast utilities.	Ongoing
4. Institute a Corrosion Awareness Program that will assist system engineers and the sites in minimizing the impact of equipment/component failures by developing a plan that will provide accurate information regarding identification, prevention, and corrective action for potential/existing corrosion problems.	March 1991

SIGNATURES (indication of understanding the performance standards for the next 12 months and that they may be amended at anytime):

MANAGER	<u>N. C. Kazanas</u> (typed name)	DATE
NEXT HIGHER MANAGER	<u>O. D. Kingsley</u> (typed name)	DATE
EMPLOYEE	<u>W. C. McArthur</u> (typed name)	DATE

AF000654

DATE 9/30/90

NAME Wilson C. McArthur TITLE/PG Manager, Technical Pgms, SSN [REDACTED]

PART I.A Performance Standards - (To be completed at the beginning of the fiscal year) State the major accountabilities, specific projects and/or assignments on which the employee will be evaluated throughout the fiscal year.

PERFORMANCE STANDARD	TARGET DATE
5. Standardized site program on Fire Protection and Security by developing consistent policies, procedures, and cognizance in these two areas.	June 1991
6. Provide a plan for storing/disposal of LLW during the timeframe in which the SE compact facilities may not be available by evaluating the options, interfacing with industry, and developing a detailed plan to protect the interest of TVA.	July 1991
7. Develop a strong Environmental Program by reviewing existing and new requirements and implementing a plan that will meet or exceed industry standards.	August 1991
8. Provide key managers with career growth plans that will allow them reasonable personal career objectives by interviewing and agreeing to a career development plan that will benefit both the individual and TVA.	March 1991
9. Support the BFN unit 3 dose-reduction effort by providing the necessary time to meet with project personnel and to provide timely reviews and input.	Ongoing

SIGNATURES (indication of understanding the performance standards for the next 12 months and that they may be amended at anytime):

MANAGER	N. C. Kazanas (typed name)	DATE
NEXT HIGHER MANAGER	O. D. Kingsley (typed name)	DATE
EMPLOYEE	W. C. McArthur (typed name)	DATE

AF000655

NAME _____ TITLE/PG _____ SSN _____

PART I.B Performance Standards Annual Summary - (To be completed at the end of the fiscal year) State the employees accomplishments relative to the major accountabilities, specific projects and/or assignments listed in Part I.A.

ACCOMPLISHMENT/PERFORMANCE

COMPLETION DATE

AF000056

00001098

NAME Wilson C. McArthur TITLE/PG Manager, Technical Pgms, SSN [REDACTED]

PART II Behavioral Standards - (To be reviewed at the beginning of the fiscal year and evaluated at the end of the fiscal year.) The following list those behavioral standards against which each employee should be evaluated. The extent to which they are used will vary depending on the nature of the position of the employee and the type of organization. All employees who have supervisory responsibilities must be evaluated on the behaviors identified with asterisks. Other behavior standards may be added as appropriate.

1. FLEXIBILITY low /___/___/ X /___/ high
Comments Is willing to change direction if the advantages are both technically correct and have an economical advantage.
- 2.* DECISION-MAKING low /___/___/___/ X / high
Comments Usually gathers the facts and makes appropriate decisions consistent with the priority of the problem.
3. DEPENDABILITY low /___/___/___/ X / high
Comments Recognizes that the position requires timely response to organization and site needs.
4. SELF-MOTIVATION low /___/___/___/ X / high
Comments Does not require prodding to get the job done.
- 5.* INFLUENCING OTHERS low /___/___/ X /___/ high
Comments Background and management style is accepted by peers and senior management.
- 6.* PROBLEM SOLVING AND ANALYSIS low /___/___/ X /___/ high
Comments Good analytical capabilities. Sometimes spends too much time gathering the facts prior to making a decision.
7. TECHNICAL/PROFESSIONAL COMPETENCE low /___/___/___/ X / high
Comments Has the appropriate background and experience for the position.
8. INNOVATING low /___/___/ X /___/ high
Comments Seeks innovative and unique ways to solve problems. Listens to others who have new ideas.
9. ORAL COMMUNICATIONS low /___/___/ X /___/ high
Comments Communicates well and expresses position adequately.

AF000057

NAME Milson C. McArthur TITLE/PG Manager, Technical Pems,SSN

10. WRITTEN COMMUNICATIONS low /___/___/___/ X / high
Comments Writes well and communicates problem and corrective action in a timely manner.

11.* SUPERVISING low /___/___/___/ X / high
Comments Respect and rapport with peers, direct reports and senior management is well developed.

12.* TEAMWORK low /___/___/___/ X /___/ high
Comments Efforts are being made to solidify good relationships with corporate and site activities. This requires some time.

13.* PLANNING AND ORGANIZING low /___/___/___/ X /___/ high
Comments Follows plans and thinks ahead to divert problems that will impact TP and TVA.

14.* SUPERVISORY IMPARTIALITY low /___/___/___/ X / high
Comments Has respect for all levels of personnel and attempts to be fair and impartial.

15.* SUBORDINATE DEVELOPMENT low /___/___/___/ X / high
Comments Has a high degree of concern for the career paths of those that report to the position.

16. ORGANIZATIONAL KNOWLEDGE low /___/___/___/ X /___/ high
Comments Still relatively new at TVA and is attempting to learn how to work efficiently in the system.

17. EMPLOYEE COMMUNICATION low /___/___/___/ X /___/ high
Comments Has great concern for the flow of information both up and down the organization.

18. RESOURCE MANAGEMENT low /___/___/___/ X /___/ high
Comments Uses the resources available to meet the needs of the sites.

19. _____ low /___/___/___/___/ high
Comments _____

20. _____ low /___/___/___/___/ high
Comments _____

AF000658

NAME _____ TITLE/PG _____ SSN _____

PART III Employee Appraisal - (To be completed at the end of each quarter)
Summary statement of the employee's performance during each quarter of the fiscal year as noted by the manager and discussed with the employee.

FIRST QUARTER _____

N/A

SIGNATURES:

MANAGER_____
DATE_____
EMPLOYEE_____
DATE

SECOND QUARTER _____

N/A

SIGNATURES:

MANAGER_____
DATE_____
EMPLOYEE_____
DATE

AF000659

DATE 6/30/90

NAME Wilson C. McArthur TITLE/PG Manager, Tech. Programs SSH

PART III Employee Appraisal - (To be completed at the end of each quarter)
Summary statement of the employee's performance during each quarter of the
fiscal year as noted by the manager and discussed with the employee.

THIRD QUARTER Progress has been positive during the 3-month period in learning
how to operate in the TVA forum. Communications with corporate and site
personnel have been developed. In regard to SON and WBN, specific
responsibilities were addressed and followup assignments agreed to and
completed. A rather smooth transition into directing the three functions of
Technical Programs has been accomplished. Adoption of Goals & Objectives for '90
have been made. Challenges for '91 include identification of purpose & mission
for group. Some studies must be done on personnel need to be made
in establishing more positive base for future.

SIGNATURES:

WCKagan
MANAGER
Wilson C. McArthur
EMPLOYEE

7/25/90
DATE

7/25/90
DATE

FOURTH QUARTER See next page.

SIGNATURES:

MANAGER

EMPLOYEE

DATE

DATE

AF000660

00001152

DATE 9/30/90

NAME Wilson C. McArthur TITLE/PG Manager, Tech. Programs SSN [REDACTED]

PART III Employee Appraisal - (To be completed at the end of each quarter)
Summary statement of the employee's performance during each quarter of the fiscal year as noted by the manager and discussed with the employee.

FOURTH QUARTER Incumbent has served in this position for 5 months. At year end, TP was successful in meeting or exceeding requirements for goals, budget, CAORs, and late payments. The TP organization has developed a positive management style in working with the sites and senior management. The TP "white-paper" concept allows for a detailed review of problem areas and corrective action recommendations. The incumbent has served on both the Senior Evaluation Committee (SEAC) and SMART. A professional level of respect exists in both the upward and downward direction.

SIGNATURES:

NC Kagan
MANAGER

11/17/90
DATE

W C McArthur
EMPLOYEE

11/26/90
DATE

AF000661

NAME _____ TITLE/PG _____ SSN _____

PART IV.A Development Plan - The information requested on this page is optional. It is intended to serve as an aid in identifying career and developmental opportunities which are in line with both the goals of the employee and the needs of the organization.

CAREER INTERESTS

1. Describe your career interests and goals, both short- and long-term.

QUALIFICATIONS

2. Describe your main strengths which support your career interests.

DEVELOPMENT ACTIVITIES

3. Please describe any activities you have undertaken to develop your knowledge, skills, or abilities so that you are better prepared to pursue your career goals.

MANAGER'S COMMENTS

EMPLOYEE_____
DATE

AF000662

PROCUREMENT INTEGRITY CERTIFICATION
FOR PROCUREMENT OFFICIALS

As a condition of serving as a procurement official, I

Wilson C. McArthur hereby certify that I am familiar with the provisions of subsections 27(b), (c), and (e) of the Office of Federal Procurement Policy Act (41 USC 423) as amended by section 814 of Public Law 101-189. I further certify that I will not engage in any conduct prohibited by such subsections and will report immediately to the contracting officer any information concerning a violation or possible violation of subsections 27(b), (c), (d), or (f) of the Act and applicable implementing regulations. A written explanation of subsections 27(a) through (f) has been made available to me. I understand that, should I leave the Government during the conduct of a procurement for which I have served as a procurement official, I have a continuing obligation under section 27 not to disclose proprietary or source selection information relating to that procurement and a requirement to so certify.

I am:

XX TVA employee

employee of TVA contractor:

name of contractor

SIGNATURE OF PROCUREMENT OFFICIAL

Wilson C. McArthur

DATE

12/15/90

DEPARTMENT OR AGENCY

Technical Programs

OFFICE TELEPHONE NUMBER

751-8715

This form is authorized for use and total reproduction through December 31, 1990.

OPTIONAL FORM 333
Prescribed by GSA - FPMR (41 CFR) 101-11.6

AF000664

00001571

5/03/91

CORPORATE TRAINING SYSTEM

PAGE: 1

QUARTERLY REPORT OF INDIVIDUAL TRAINING
JAN 1, 1991 - MARCH 31, 1991

220415

NAME: WILSON C. MCARTHUR
SSN: [REDACTED]
ORG: NUC POWER NUCLEAR OPS OPERS SVS TECH PGM SPT
SCH/GRD: M
JOB TITLE: MOR

TRAINING INSTITUTION/ COURSE TITLE	COMPLETION DATE	COLLEGE MAJOR/ CLASS HRS	REASON/ COURSE ID	CATEGORY	ACTIVITY
NUCLEAR CENTRAL OFFICE DUTIES & RESPONSIBILITIES 0	02/04/91	001	MANDATORY NEPT050.004	00 INTERNAL TRAINING	TECHNICAL

AF000665

IDENTIFICATION		EDUCATION	
NAME: FIRST, MIDDLE, LAST WILSON, MICHAEL R.		DATE OF BIRTH 125204	
HOME PHONE 304 325 204		SOCIAL SECURITY NO. 021 85 0570	
CURRENT HOME ADDRESS 1087 EAST CAROLINA		CITY, STATE, ZIP CODE NC 27513	
PERMANENT ADDRESS, IF OTHER THAN CURRENT 3087 PURDUE		CITY, STATE, ZIP CODE IN 47907	
CITY, STATE, ZIP CODE CHATTANOOGA, TN 37405		VETERANS UNION CODE 0000	
BADGE NO. 0000		CITIZEN USA	

JOB, ORGANIZATION, SALARY			
JOB TITLE HGR	CODE 2186	SCHEDULE H 8R	PAY RATE 93400
BOARD COO	GROUP NUC POWER	OPERATIONS NUCLEAR OPS	OPERATIONS OPS
TECH. PGM. 82	ORGANIZATION CODE C111420000	OFFICIAL STATION CHATTANOOGA, TN 37405	

SERVICE DATES			
DATE OF ENTRY 90 04 02	FEDERAL 86 04 02	CURRENT 90 04 02	HTL LAYOFF 010
DATE OF REEMP 90 04 02	OPTIONAL 90 04 02	OPTIONAL 90 04 02	OPTIONAL 90 04 02

EMERGENCY CONTACT	
NAME: FIRST, MIDDLE, LAST ROBBIE T. MCARTHUR	RELATIONSHIP WIFE
ADDRESS [REDACTED]	CITY, STATE, ZIP CODE [REDACTED]
APPROVAL SIGNATURES	
EMPLOYEE [REDACTED]	
MONITOR R. D. CHANDERS	
MONITOR H. D. POPE	

PERSONNEL MICROCONOS	4. ORGANIZATION
CENTRAL PAYROLL OFFICE, KNOXVILLE	5. ORGANIZATION
MEDICAL SERVICES	6. EMPLOYEE

ACCESSIONS AND SEPARATIONS			
LEAVE WITHOUT PAY	LEAVE WITH PAY	MILITARY LEAVE	ANNUAL LEAVE
FROM: 90 04 02	TO: 90 04 02	FROM: 90 04 02	TO: 90 04 02
DATE OF ENTRY 90 04 02	DATE OF REEMP 90 04 02	DATE OF ENTRY 90 04 02	DATE OF REEMP 90 04 02

ACCOUNT NUMBER	
8317-965200-X8317	

REMARKS	BASE RATE INCREASE APPROVED BY BOARD.	
	SUMMARY OF ACTION	
	ACTION CODE 82	EFFECTIVE DATE 90 04 02
	DATE OF ISSUE 90 04 02	

EMPLOYEE STATUS AND INFORMATION RECORD	
TVA 6860 (11-8-89)	

8/09/91

CORPORATE TRAINING SYSTEM

PAGE: 1

QUARTERLY REPORT OF INDIVIDUAL TRAINING
APRIL 1, 1991 - JULY 31, 1991

220413

NAME: WILSON C MCARTHUR
 SSN: [REDACTED]
 ORG: NUC POWER NUCLEAR OPS OPERS SVS TECH POM SPT
 SCH/ORD: M
 JOB TITLE: MOR

TRAINING INSTITUTION/ COURSE TITLE	COMPLETION DATE	COLLEGE MAJOR/ CLASS HRS	REASON/ COURSE ID	CATEGORY	ACTIVITY
NUCLEAR CENTRAL OFFICE FITNESS FOR DUTY REFRESHER	06/05/91	001	MANDATORY NFFD004.000	00 INTERNAL TRAINING	TECHNICAL
NUCLEAR CENTRAL OFFICE NUCLEAR INDUSTRIAL TRAINING	06/05/91	003	MANDATORY NOET010.000	00 INTERNAL TRAINING	TECHNICAL
NUCLEAR CENTRAL OFFICE RADIOLOGICAL CONTROL (INITI	06/05/91	004	MANDATORY NOET012.000	00 INTERNAL TRAINING	TECHNICAL
NUCLEAR CENTRAL OFFICE BFN NON-RADCON SITE SPECIFI	06/05/91	003	MANDATORY NOET100.000	00 INTERNAL TRAINING	TECHNICAL
NUCLEAR CENTRAL OFFICE SSR - BFN RADCON SST CAT 2	06/05/91	004	MANDATORY NOET102.000	00 INTERNAL TRAINING	TECHNICAL
NUCLEAR CENTRAL OFFICE SQN NON-RADCON SITE SPECIFI	06/05/91	000	MANDATORY NOET200.000	00 INTERNAL TRAINING	TECHNICAL
NUCLEAR CENTRAL OFFICE SSR - SQN RADCON SST CAT 2	06/05/91	000	MANDATORY NOET202.000	00 INTERNAL TRAINING	TECHNICAL
NUCLEAR CENTRAL OFFICE HBN NON-RADCON SITE SPECIFI	06/05/91	000	MANDATORY NOET300.000	00 INTERNAL TRAINING	TECHNICAL
NUCLEAR CENTRAL OFFICE SSR - HBN RADCON SST CAT 2	06/05/91	000	MANDATORY NOET302.000	00 INTERNAL TRAINING	TECHNICAL
NUCLEAR CENTRAL OFFICE PERFORMANCE MANAGEMENT	04/03/91	008	MANDATORY NHRD075.000	00 INTERNAL TRAINING	MANAGEMENT
NUCLEAR CENTRAL OFFICE EXCELLENCE THRU EEO	03/12/91	008	MANDATORY NHRD076.000	00 INTERNAL TRAINING	MANAGEMENT
NUCLEAR CENTRAL OFFICE SITUATIONAL LEADERSHIP/HIGH	05/17/91	016	MANDATORY NHRD077.000	00 INTERNAL TRAINING	MANAGEMENT
BROWNS FERRY NUCLEAR SITE UNIT SEPARATION - (VIDEO)	05/14/91	001	MANDATORY NSST122.000	00 INTERNAL TRAINING	TECHNICAL

AF000667

10/28/91

CORPORATE TRAINING SYSTEM

PAGE: 1

QUARTERLY REPORT OF INDIVIDUAL TRAINING
AUGUST 1, 1991 - SEPTEMBER 30, 1991

220413

NAME: WILSON C. MCARTHUR
SSN: [REDACTED]
ORG: NUC. POWER / NUCLEAR OPS OPERS SVS TECH. POM SPT
SCH/ORD: M
JOB TITLE: MGR

TRAINING INSTITUTION/ COURSE TITLE	COMPLETION DATE	COLLEGE MAJOR/ CLASS HRS	REASON/ COURSE ID	CATEGORY	ACTIVITY
SEQUOYAH NUCLEAR PLANT EMPLOYEE SAFETY HANDBOOK (O	06/07/91	030	MANDATORY NHST001.000	00	INTERNAL TRAINING OTHER

AF000668

4/14/92

CORPORATE TRAINING SYSTEM

PAGE: 1

QUARTERLY REPORT OF INDIVIDUAL TRAINING
JANUARY 1, 1992 - MARCH 31, 1992

220415

NAME: WILSON C MCARTHUR
SSN: [REDACTED]
ORG: NUC GEN OPS SVCS TECH PQMS
SCH/ORD: M
JOB TITLE: MOR

TRAINING INSTITUTION/ COURSE TITLE	COMPLETION DATE	COLLEGE MAJOR/ CLASS HRS	REASON/ COURSE ID	CATEGORY	ACTIVITY
NUCLEAR CENTRAL OFFICE TOTAL QUALITY AWARENESS	11/12/91	004	MANDATORY NTQT001.000	00	INTERNAL TRAINING ORIENTATION
NUCLEAR CENTRAL OFFICE FACILITATION SKILLS	09/17/91	016	MANDATORY NTQT002.000	00	INTERNAL TRAINING INTERPERSONAL SKILLS
SEQUOYAH NUCLEAR PLANT CUSTOMER FOCUS	11/21/91	016	MANDATORY NTQT004.000	00	INTERNAL TRAINING MANAGEMENT
SEQUOYAH NUCLEAR PLANT CUSTOMER FOCUS	01/23/92	016	MANDATORY NTQT004.000	00	INTERNAL TRAINING MANAGEMENT

AF000670

7/20/92

CORPORATE TRAINING SYSTEM

PAGE: 2

QUARTERLY REPORT OF INDIVIDUAL TRAINING
APRIL 1, 1992 - JUNE 30, 1992

220415

NAME: WILSON C MCARTHUR
 SSN: [REDACTED]
 ORG: NUC GEN OPS SVCS TECH PGMS
 SCH/ORD: M
 JOB TITLE: MOR

TRAINING INSTITUTION/ COURSE TITLE	COMPLETION DATE	COLLEGE MAJOR/ CLASS HRS	REASON/ COURSE ID	CATEGORY	ACTIVITY
HOODSON ASSOCIATES, INC COMMUNICATING HEALTH RISK A	02/18/91	000	PERS/PROF DEVELOP N/A	CONFERENCE/SEMINAR	OTHER
NUCLEAR CENTRAL OFFICE ROOT CAUSE ANALYSIS/HUMAN P	03/24/92	002	MANDATORY NCAT013.000 00	INTERNAL TRAINING	TECHNICAL
NUCLEAR CENTRAL OFFICE FITNESS FOR DUTY REFRESHER	05/01/92	001	MANDATORY NFFD004.000 00	INTERNAL TRAINING	TECHNICAL
NUCLEAR CENTRAL OFFICE NUCLEAR INDUSTRIAL (RETRAIN	05/01/92	002	MANDATORY NGET011.000 00	INTERNAL TRAINING	OTHER
NUCLEAR CENTRAL OFFICE RADIOLOGICAL CONTROL (RETR	05/01/92	002	MANDATORY NGET013.000 00	INTERNAL TRAINING	TECHNICAL
NUCLEAR CENTRAL OFFICE BFN NON-RADCON SITE SPECIFI	05/01/92	000	MANDATORY NGET100.000 00	INTERNAL TRAINING	TECHNICAL
NUCLEAR CENTRAL OFFICE SSR - BFN RADCON SST CAT 1	05/01/92	000	MANDATORY NGET101.000 00	INTERNAL TRAINING	TECHNICAL
NUCLEAR CENTRAL OFFICE SQN NON-RADCON SITE SPECIFI	05/01/92	000	MANDATORY NGET200.000 00	INTERNAL TRAINING	TECHNICAL
NUCLEAR CENTRAL OFFICE SSR - SQN RADCON SST CAT 1	05/01/92	002	MANDATORY NGET201.000 00	INTERNAL TRAINING	TECHNICAL
NUCLEAR CENTRAL OFFICE HBN NON-RADCON SITE SPECIFI	05/01/92	000	MANDATORY NGET300.000 00	INTERNAL TRAINING	TECHNICAL
NUCLEAR CENTRAL OFFICE SSR - HBN RADCON SST CAT 1	05/01/92	000	MANDATORY NGET301.000 00	INTERNAL TRAINING	TECHNICAL
NUCLEAR CENTRAL OFFICE TOOLS AND TECHNIQUES	04/30/92	024	MANDATORY NTQT006.000 00	INTERNAL TRAINING	TECHNICAL

AFC000671

TENNESSEE VALLEY AUTHORITY

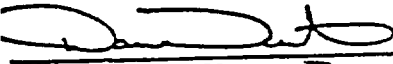

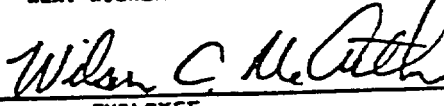
EMPLOYEE APPRAISAL for MANAGER AND SPECIALIST EMPLOYEES
for Fiscal Year ending September 30, 1992

NAME <u>Wilson C. McArthur</u>	ORGANIZATION LEVEL: GROUP <u>Generating Group</u>
<u>[REDACTED]</u>	OPERATIONS <u>Nuclear Operations</u>
TITLE/PG <u>Manager, Technical Programs (SR, MGR.)</u>	DIVISION <u>Operations Services</u>
PE POSITION (m or s) <u>m</u>	DEPARTMENT <u>Technical Programs</u>
MANAGER <u>Dan R. Keuter</u>	SECTION _____

Summary Statement of employee's performance and potential:

SEE ATTACHED EXECUTIVE COMPENSATION PERFORMANCE ASSESSMENT

SIGNATURES:

	<u>Dan R. Keuter</u>	<u>9/9/92</u>
MANAGER	(typed name)	DATE
	<u>J. R. Bynum</u>	<u>9/4/92</u>
NEXT HIGHER MANAGER	(typed name)	DATE
	<u>Wilson C. McArthur</u>	<u>9/11/92</u>
EMPLOYEE	(typed name)	DATE

EXECUTIVE COMPENSATION PERFORMANCE ASSESSMENT

NAME: MCARTHUR WILSON C
POSITION TITLE: MGR

ORGANIZATION: OPS SVS
REVIEW PERIOD: 4/1/92 - 9/30/92

	Less Than Expectations	Fully Meets Expectations	Exceeds Expectations	Far Exceeds Expectations	Comments
EFFECTIVENESS					
Quality		X			
Quantity		X			
Timeliness		X			
Innovation		X			Needs to be more challenging of old way
Safety		X			
Performance Management		X			Reinforce results
Affirmative Action		X			
Budget		X			
OVERALL EFFECTIVENESS		X			
ATTITUDE					Be more willing to act and make decisions based on his own knowledge
Initiative		X			
Positive Approach			X		
Assumes Responsibility			X		
OVERALL ATTITUDE			X		
TEAMWORK					
Cooperation w/subordinates			X		
w/peers			X		Well respected at sites
w/superiors		X			
Customer Service		X			
Value added service (extra mile)		X			
Communication		X			
Respect for others			X		
Implementing Change		X			Encourage more innovation
OVERALL TEAMWORK		X			
FLEXIBILITY					
Adaptability		X			
Ability to handle stress		X			
Ability to accept criticism		X			
OVERALL FLEXIBILITY		X			
OTHER PERFORMANCE					
.....					
.....					
OVERALL RATING		X			

AF000673

SUMMARY OF PERFORMANCE

REVIEW YEAR OBJECTIVES:

Mr. McArthur is able to handle a diverse group of responsibilities and people. He needs to address performance concerns directly with employees. He is a strong leader and able to motivate employees. He has very high standards. He needs to act more independently - particularly to promote innovation and change.

NEXT YEAR OBJECTIVES: see attachment



Reviewer's Signature

8/29/92

Date

NEXT YEAR OBJECTIVES

1. Meet the FY93 budget. Submit a 1994 budget that is less than 1993 budget. 9/93
2. Meet the FY93 OPS SVS Critical Success Factors (Tier 2 goals). 9/93
3. Maintain a proficient, professional staff of personnel that can support the sites on a customer basis:
 - Oversight
 - Technical Support
 - Program Standardization & Simplification
 - Direct ServiceOngoing
4. Support refueling of SQN-1&2 and BFN-2 9/93
5. Each site provide OPS SVS personnel with career growth plans that will allow them to reach their potential during their tenure at TVA. Fill 75% of promotions from within TVA. 9/93
6. Conduct periodic assessments of plants. Work with the plants to resolve problem areas and improve SALP and INPO rating of each plant. 9/93
7. Continue implementation of Process Improvement by taking the leadership role of Functional Area Management Review Teams (FAMRTs). Ongoing
8. Implement TQ by completing TQ Awareness and Customer Focus Training for new employees. Review and revise department customer focus profile. 2/93
9. All employees complete Tools & Techniques Training. 9/93
10. Hold at least three "all hands" meetings. Ongoing
11. Develop a department business plan that rolls up to OPS SVS. 4/93

AF000675

10/28/92

CORPORATE TRAINING SYSTEM

PAGE: 1

QUARTERLY REPORT OF INDIVIDUAL TRAINING
JULY 1, 1992 - SEPTEMBER 30, 1992

220415

NAME: WILSON, CMCARTHUR
SSN: [REDACTED]
ORG: NUC GEN OPS SVCS TECH PGMS
SCH/ORD: M
JOB TITLE: MGR

TRAINING INSTITUTION/ COURSE TITLE	COMPLETION DATE	COLLEGE MAJOR/ CLASS HRS	REASON/ COURSE ID	CATEGORY	ACTIVITY	
DUTIES & RESPONSIBILITIES D	03/30/92	001	MANDATORY NEPT050.004	00	INTERNAL TRAINING	TECHNICAL
BROWNS FERRY NUCLEAR SITE BFN NON-RADCON SITE SPECIFI	08/07/92	000	MANDATORY NGET100.000	00	INTERNAL TRAINING	TECHNICAL
BROWNS FERRY NUCLEAR SITE SSR - BFN RADCON SST CAT 1	08/07/92	000	MANDATORY NGET101.000	00	INTERNAL TRAINING	TECHNICAL
BROWNS FERRY NUCLEAR SITE UNIT SEPARATION - (VIDEO)	08/07/92	001	MANDATORY NSST122.000	00	INTERNAL TRAINING	TECHNICAL

AF0000676

07/30/1993

CORPORATE TRAINING SYSTEM

PAGE: 001

QUARTERLY REPORT OF INDIVIDUAL TRAINING
FROM 04/01/1993 TO 06/30/1993

220415

NAME: WILSON C MCARTHUR
SSN: [REDACTED]
ORG: BOARD GEN GROUP NUC POWER TECH SUPPORT
SCII/CRD: M SR
JOB TITLE: NOR

TRAINING INSTITUTION/ COURSE TITLE	COMPLETION DATE	COLLEGE MAJOR/ CLASS IHS	REASON/ COURSE ID	CATEGORY	ACTIVITY
SEQUOYAH NUCLEAR PLANT RADIOLOGICAL CONTROL (INITI)	03/02/93	004	HANDATORY MCET012.000	00 INTERNAL TRAINING	TECHNICAL
SEQUOYAH NUCLEAR PLANT SSR - SON RADCON SST CAT 1	03/02/93	000	HANDATORY MCET201.000	00 INTERNAL TRAINING	TECHNICAL

AF0000677

PERFORMANCE REVIEW AND DEVELOPMENT PLAN

Page 1 of 7

Name Wilson C. McArthur
 Position Manager, Technical Programs/OPS SVS
 Review Period 10/1/92 to 9/31/93
 Date of Annual Performance Review _____

Social Security Number _____
 Organization OPS SVS/NP

PERFORMANCE RATINGS DEFINITIONS

Exceeds Expectations Individual far exceeds expectations for this objective or expectation. Frequently makes significant contributions well beyond job responsibilities.

Meets Expectations Individual consistently meets expectations for this objective or expectation. Employee knows and performs the job well. May occasionally exceed expectations in some areas. Fully competent and valuable employee.

Meets Some Expectations Individual partially meets expectations for this objective or expectation. Improvement in this area is necessary for the employee to fully meet expectations. Performance does not indicate successful completion of all assigned responsibilities.

Unacceptable Individual consistently below expectations and performance is unacceptable for this objective or expectation. May require more supervision than expected. Improvement required to meet expectations.

QUARTERLY REVIEW DISCUSSIONS

1st
 Manager WCM Employee WCM
 Initials
8/15/92
 Date Discussed

EXCELLENT
 PERFORMANCE

2nd
 Manager WCM Employee WCM
 Initials
8/15/92
 Date Discussed

EXCELLENT
 PERFORMANCE

3rd
 Manager _____ Employee _____
 Initials

 Date Discussed

4th
 Manager WCM Employee WCM
 Initials
11/15/92
 Date Discussed

ATC00678

PERFORMANCE OBJECTIVES	PERFORMANCE SUMMARY	WEIGHT %	X	4 EXCEEDS	3 MEETS	2 MEETS SOME	1 UNACCEPTABLE	TOTAL
<p>Establish specific results or goals that this employee is expected to achieve during this rating period. (Additional pages may be used as necessary).</p> <ol style="list-style-type: none"> The incumbent will meet the expectations of the Generating Group Management System (GGMS) and other directions that are provided for good business practices. Attention to high safety standards and good housekeeping practices will be maintained. Meet management expectations described in Dan Keuter's memorandum dated December 1, 1992 (copy attached). Effectively manage Technical Programs organization in the four areas of the Mission Statement: <ul style="list-style-type: none"> Technical Support Oversight Program Development/Process Improvement Direct Services Meet the requirements of the Technical Programs Mission Statement (copy attached). Work aggressively to instill a competitive spirit in Technical Programs and to recognize that we should continuously evaluate our resources to be the best we can be. Support professionally the functions of the SQN and BFN Nuclear Safety Review Boards, HAY Committee, Environmental Advisory Committee and the Integrated Software/Hardware Review Group. Pursue a high level of technical capability by personal development and attendance at appropriate conferences/meetings. 	<p>Review performance against each objective. Discuss results achieved, areas of success, and improvements needed. Cite examples where appropriate below. Then mark (X) in the column on the right which best describes the employee's performance.</p> <p><i>- BUSINESS PLAN COMPLETE</i></p> <p><i>- GOALS MET</i></p> <p><i>- FACILITATE DEVELOPMENT OF MISSION STATEMENT</i></p> <p><i>- ON TRACK</i></p> <p><i>- ATTENDS / PARTICIPATES IN NSRB'S</i></p> <p><i>- ON TRACK</i></p>	<p>10%</p> <p>20%</p> <p>15%</p> <p>10%</p> <p>10%</p> <p>5%</p>	<p></p> <p></p> <p></p> <p></p> <p></p> <p></p>	<p></p> <p></p> <p></p> <p>X</p> <p>X</p> <p>X</p> <p>X</p>	<p></p> <p></p> <p></p> <p></p> <p></p> <p></p>	<p></p> <p></p> <p></p> <p></p> <p></p> <p></p>	<p></p> <p></p> <p></p> <p></p> <p></p> <p></p>	<p>3</p> <p>6</p> <p>4.5</p> <p>3</p> <p>4</p> <p>2</p>
TVA 4535 (GG 1-93) (1-93) 2	Performance Objectives = 70 Percent of Total Weight						Total	

AT000079

PERFORMANCE BEHAVIORS

<p>BEHAVIORS</p> <p>These behaviors come directly from TVA's workforce mission. Employee and supervisor jointly decide which of these behaviors specifically apply for the review period. Choose up to six behaviors, with no behavior receiving a weight of less than 5.</p>	<p>PERFORMANCE SUMMARY</p> <p>Review performance against each behavior. Discuss results achieved, areas of success, and improvements needed. Cite examples where appropriate below. Then mark (X) in the column on the right which best describes the employee's performance.</p>	<p>WEIGHT %</p>	<p>X</p>	<p>EXPECTATIONS</p>				<p>TOTAL</p>
				<p>4 EXCEEDS</p>	<p>3 MEETS</p>	<p>2 MEETS SOME</p>	<p>1 UNACCEPTABLE</p>	
<p>1. High Performance</p> <p>Sets clear goals for self and others; includes the needs of customers in setting these goals; shows persistence and dependability in accomplishing goals; looks for ways to make projects successful rather than finding reasons for failure; takes personal responsibility for ensuring results are achieved.</p>	<p>- GOALS SET / CUSTOMERS INVOLVED</p>	<p>5%</p>	<p>X</p>	<p>X</p>				<p>2</p>
<p>2. Teamwork</p> <p>Shows a team orientation by placing team goals over individual goals; effectively communicates information needed for task completion; contributes actively to group projects and meetings; develops positive and productive relationships with other team members; works to turn conflict into "win-win" situations; looks for shared goals with other workgroups.</p>	<p>- TEAM GOALS DEFINITELY SET ABOVE INDIVIDUAL GOALS - EFFECTIVE</p>	<p>5%</p>	<p>X</p>					<p>2</p>
<p>3. Diversity</p> <p>Seeks and uses a broad range of experiences, backgrounds, and points of view to achieve organizational goals; treats co-workers with dignity and respect; encourages and supports actions to ensure a representative demographic mix in the workforce.</p>								
<p>4. Innovation</p> <p>Develops original, cost effective, and resourceful approaches to work situations; encourages and recognizes the initiative and creativity of others; takes appropriate levels of action to get the job done right.</p>								
								<p>Total</p>

PERFORMANCE BEHAVIORS

BEHAVIORS	PERFORMANCE SUMMARY	WEIGHT %	EXPECTATIONS				TOTAL
			4 EXCEEDS	3 MEETS	2 MEETS SOME	1 UNACCEPTABLE	
These behaviors come directly from TVA's workforce mission. Employee and supervisor jointly decide which of these behaviors specifically apply for the review period. Choose up to six behaviors, with no behavior receiving a weight of less than 5.	Review performance against each behavior. Discuss results achieved, areas of success, and improvements needed. Cite examples where appropriate below. Then mark (X) in the column on the right which best describes the employee's performance.						
5. Continuous Improvement	- <i>Determined bench marks good / measurable goals</i>	5%		X			1.5
6. Coaching and Developing	- <i>clear expectations set / provides effective feedback</i>	5%		X			1.5
7. Leadership	- <i>communicated clear direction / wants to recognize + reward others more frequently for their contributions</i>	5%	X				2
8. Communication	Sends and receives information clearly, accurately, thoroughly, and effectively; verbal, written, up, down, lateral, one-to-one, and group communication.						
Total							

PERFORMANCE BEHAVIORS

BEHAVIORS	PERFORMANCE SUMMARY	WEIGHT %	X	EXPECTATIONS				TOTAL
				4 EXCEEDS	3 MEETS	2 MEETS SOME	1 UNACCEPTABLE	
<p>These behaviors come directly from TVA's workforce mission. Employee and supervisor jointly decide which of these behaviors specifically apply for the review period. Choose up to six behaviors, with no behavior receiving a weight of less than 5.</p>	<p>Review performance against each behavior. Discuss results achieved, areas of success, and improvements needed. Cite examples where appropriate below. Then mark (X) in the column on the right which best describes the employee's performance.</p>							
9. Interpersonal Skills	ON TRACK	5%			X			1.5
Interacts with others in ways that enhance understanding and respect.								
10. Judgement and Decision Making								
Shows readiness to take action based on factual information and logical assumptions.								
11. Planning and Organizing								
Sets goals and develops strategies for meeting goals.								
12. Technical								
Shows familiarization and utilization of tools, equipment, concepts, methods, and procedures which are discipline specific and necessary for professional excellence.								
*Performance Behaviors = 30 Percent of Total Weight								Total 2.2

OVERALL PERFORMANCE

FORMULA

Objectives Rating Total = 225
 Behaviors Rating Total = 110
 Overall Rating Total = 330

Divided by 100 = 3.30

RATING

EXCEEDS

☐
4/3.6

MEETS

☒
3.5/2.6

MEETS SOME

☐
2.5/2.0

UNACCEPTABLE

☐
1.9 and Below

STRENGTHS/DEVELOPMENTAL NEEDS (To be completed by supervisor with employee input.)

Overall Strengths: Technical capabilities in Technical Program areas and ability to work with others to get the job done.

Overall Dev. Needs: Skills in making employee decisions need improvement.

CAREER OBJECTIVES (0 - 3 years)

Employee's stated Career Objectives: (Priority order)

(1) Responsible positions in site support role. (3) Engineering and Modifications at a site

(2) Total Quality Program (4) _____

INDIVIDUAL DEVELOPMENT PLAN

AREAS FOR DEVELOPMENT List specific knowledges, skills, and behaviors to be developed. Indicate areas of current performance which need to be developed with an asterisk (*).	ACTION List steps which can and will be taken to address these development needs.	TARGET DATE FOR COMPLETION (12-18 mo.)	COMPLETION (X)
*1. Ability to make timely decisions regarding employees	a. Take a management skills course in managing employees	July, 1993	
2. Continue to develop technical capabilities.	a. Take Corrosion Course b. Attend annual H.P. Society Meeting c. Take advanced radwaste course	January, 1993 July, 1993 September, 1993	X

AF000683

OVERALL SUMMARY OF PERFORMANCE:

Wilson meets expectations/ he is a team player who can be counted on to get the job done. At times Wilson appears to be somewhat overwhelmed by events, this may be due to the wide diversity of his organization. He has maintained a good working relationship with the SIBS.

EMPLOYEE ACKNOWLEDGEMENT: (My signature means that I have been advised of my performance)

Employee's Comments:

EMPLOYEE SIGNATURE:

William C. McArthur

DATE:

11/15/93

APPROVALS:

SUPERVISOR SIGNATURE:

[Signature]

DATE:

11/22/93

ER&D REVIEW:

NEXT LEVEL SUPERVISOR REVIEW AND ENDORSEMENT:

[Signature]

DATE:

11/19/93

AF000664

TECHNICAL PROGRAMS MISSION STATEMENT

Technical Programs maintains technical and administrative expertise in Environmental, Health Physics, Chemistry, Emergency Preparedness, Security and Fire Protection. The primary function of Technical Programs is to provide site support with oversight and program direction in these program areas. Technical Programs applies the following principles in accomplishing the assigned corporate responsibilities.

- Provide technical support and guidance to the sites.
- Evaluate industry standards, goals, and good practices with meeting or exceeding these criteria as a goal.
- Assist sites in solving specific problems (i.e., technical, salary, staffing, etc.).
- Provide oversight of Technical Programs' responsible areas in a manner that ensures standard implementation and that detects potential or actual program degradation.
- Support the Vice President, Operations Services, the Site Vice Presidents, the Vice President, Nuclear Operations, and the Senior Vice President, Nuclear Power as an advisor and technical expert. This includes bringing important issues and solutions to the forefront.
- Provide support for long-term planning for Nuclear Power.
- Maintain a comprehensive business plan that allows for proper planning and resource development.
- Be a catalyst in striving for standardization in the respective Technical Programs areas to ensure consistency with excellence as the benchmark.
- Maintain effective communication with the sites and between sites to ensure proper transfer of knowledge of Technical Programs issues.
- Develop standard policy, with site buy-in for TVA Nuclear Power in the areas of Environmental, Health Physics, Chemistry, Emergency Preparedness, Security and Fire Protection.

AF000685

December 1, 1992

Those listed

MANAGEMENT EXPECTATIONS FOR FY 1993

Reference: Generating Group Management System (GGMS) Action Plan Items
01-4 and 01-9

If TVA is to be successful in changing its culture and in becoming a world class company, we as managers must lead the way by practicing what we preach. Our success in doing so will be considered in FY 1993 performance appraisals. The following criteria will be used in evaluating your performance during this fiscal year.

1. You should be an active participant in the process improvement effort. Such participation may be demonstrated through active involvement in or sponsorship of PIRTs and/or QITs.
2. You should effectively implement the communication requirements of GGMS GG-02 through walking your spaces, holding effective meetings, and otherwise ensuring good communications.
3. You should nurture your employees' empowerment through a participative management style, encouraging participation in QITs, and through other means.
4. You should use your own informal methods as well as existing formal NP programs to recognize employees and teams who model "quality" behavior.
5. You should prepare an effective FY 1994 business plan in accordance with directions provided by Business Operations.
6. You should demonstrate legitimate concern for the needs of your internal and external customers through completion of your customer profiles and customer relation plans.

AF000686


Page 2
December 1, 1992
Those listed

MANAGEMENT EXPECTATIONS FOR FY 1993

7. You should make progress in development of employees in your organization through implementation of your plan for GGMS, management, and technical training.

The above expectations should be integrated into the performance expectations section of your appraisal by February 28, 1993. You should also pass these expectations down to your subordinates for inclusion in their performance appraisals as appropriate.

A copy of the OPS SVS GGMS Action Plan is attached for your information.


Dan R. Keuter
Vice President
Operations Services
LP 3B-C

L. B. Durham, LP 5F-C
D. F. Goetcheus, BR 5A-C
T. D. Knight, BR 5A-C
W. R. Lagergren, LP 3B-C
W. C. McArthur, LP 5D-C
G. J. Pitzl, BR 5A-C
J. A. Teague, BR 5A-C

JEL:DJS
Attachment
cc (Attachment):

J. R. Bynum, LP 3B-C
W. K. Castle, LP 6B-C
B. M. Gore, LP 6B-C
J. E. Law, LP 6B-C
M. R. Thomas, LP 3B-C
R. E. Wernly, LP 6A-C
RIMS, MR 2F-C

1468B

L65			
TECHNICAL PROGRESS			
DEC 4 '92			
92120400380			
Routed to	Note	Act'n	Reply
MGR	✓	✓	
CSEP	✓	✓	
EP	✓	✓	
ERM21	✓	✓	
FP	✓	✓	
NS	✓	✓	
PADCN	✓	✓	
DWS	✓	✓	
RIMS <input type="checkbox"/> Yes <input type="checkbox"/> No			

AF000687

GENERATING GROUP MANAGEMENT SYSTEM (GGMS) ACTION PLAN

Location / Organization: NCO - Operations Services

GGMS-01 ORGANIZATION & LEADERSHIP					
Item #	GGMS Policy Ref. #	Description of Implementing Activity	Assigned To (WHO)	Scheduled/Actual	
				Start Date	End Date
1	2.2	Incorporate applicable GG Business Focus Areas into Customer Relations & Process Improvement action plan. Utilize PIRT/Focus Area Matrix, Process Improvement Plan, & Customer Relations Plan (as reqd).	DRK	12/1/92	2/28/93
2	2.3A	Establish Clear & Current Customer Requirements. Update 'Requirements' section of Partnership Profile.	DRK MGRs	12/1/92	1/31/93
3	2.3B	Communicate & Implement the TVA Values and Performance Goals by rolling out the NP Strategic Direction, Short Term Plans, & Business Plan. (See NP Rollout Booklet)	DRK	12/1/92	1/31/93
4	2.3C	Demonstrate a Working Knowledge & Success in use of Process Improvement. Have all Dept Mgrs take Tools & Techniques course, and be part of QIP, PIRT, or sponsor/member of QIT.	DRK MGRs	12/1/92	3/31/93
5	2.3D	Evaluate & improve GGMS. Review all GGMS Policies for effectiveness and provide comments back to VP Business Ops.	DRK	12/1/92	4/1/93
6	2.3E	Employee & Team Recognition Awaiting Agency Guidelines		TBD	
7	2.3F	Supplier Partnering Awaiting Agency Guidelines		TBD	
8	2.3G	Communicate approaches to being world class by roll out of GGMS orientation to all employees.	DRK	12/1/92	3/31/93
9	2.3H	Evaluate & improve own effectiveness in adhering to GGMS principles. Incorporate senior management leadership expectations into Department Manager and higher Performance Appraisals.	DRK MGRs	12/1/92	3/31/93
10	2.3I	Develop Training Action Plans for Employees. Utilize Education & Training Action Plan	DRK MGRs	1/1/93	2/15/93
11					
12				AF000688	

GENERATING GROUP MANAGEMENT SYSTEM (GGMS) ACTION PLAN

Location / Organization: NCO - OPERATIONS SERVICES

GGMS-02

COMMUNICATIONS

Item #	GGMS Policy Ref. #	Description of Implementing Activity	Assigned To (WHO)	Scheduled/Actual	
				Start Date	End Date
1	2.0	Establish a routine of walking spaces and achieving face-to-face communications.	DRK MGRs	12/1/92	12/31/92
2	2.0 (matrix)	Develop a standard meeting schedule (weekly/monthly) covering the periodic & AdHoc meeting matrix. See Attached Format	DRK	12/1/92	12/31/92
3	2.0	Develop standard agenda for each required meeting addressing policy requirements.	DRK MGRs	12/1/92	12/31/92
4	2.0	Restructure Bulletin Boards to Conform to Policy	DRK MGRs	12/1/92	3/31/93
5					
6					
7					
8					
9					
10					
11					
12				AF000689	

GENERATING GROUP MANAGEMENT SYSTEM (GGMS) ACTION PLAN

Location / Organization: NCO - OPERATIONS SERVICES

GGMS-03 EMPLOYEE INVOLVEMENT

Item #	GGMS Policy Ref. #	Description of Implementing Activity	Assigned To (WHO)	Scheduled/Actual	
				Start Date	End Date
1	2.1	Promote the use of teams to increase employee involvement. Develop 1993 QIT schedule as part of Process Improvement Plan.	DRK MGRs	12/1/92	12/31/92
	2.2				
2	2.3	Develop measures to evaluate and improve the extent and effectiveness of team participation.	DRK	12/1/92	1/31/93
3					
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9					
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11					
12				AF000690	

WKC/GGMSIP:WK3

GENERATING GROUP MANAGEMENT SYSTEM (GGMS) ACTION PLAN

Location / Organization: NCO - OPERATIONS SERVICES

GGMS-04 TEAM & INDIVIDUAL RECOGNITION

Item #	GGMS Policy Ref. #	Description of Implementing Activity	Assigned To (WHO)	Scheduled/Actual	
				Start Date	End Date
1	2.0	Provide informal recognition of employee. List methods being used to recognize employees.	DRK MGRs	12/1/92	1/31/93
2		Additional implementation actions will be developed when agency guidelines are available.		TBD	
3					
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12				AFC00691	

GENERATING GROUP MANAGEMENT SYSTEM (GGMS) ACTION PLAN

Location / Organization: NCO - OPERATIONS SERVICES

GGMS-05 STRATEGIC & BUSINESS PLANNING					
Item #	GGMS Policy Ref. #	Description of Implementing Activity	Assigned To (WHO)	Scheduled/Actual	
				Start Date	End Date
1	2.1	Develop the FY 1993 Op Svcs Short Term Plans Report Cards.	DRK	11/1/92	12/31/92
2	2.2	Complete the FY1993 Op Svcs Business Plan following the 9/29 GGMS meeting guidelines.	DRK	12/1/92	12/31/92
3	2.2	Rollout the Op Svcs FY1993 business plan including major emphasis areas, short term goals, and report cards to all employees.	DRK MGRs	12/1/92	1/31/93
4	2.2	Complete the Op Svcs FY1994 business plan following the policy.	DRK MGRs	TBD	
5					
6					
7					
8					
9					
10					
11					
12				AF000692	

WKC/GGMSIP:WK3

GENERATING GROUP MANAGEMENT SYSTEM (GGMS) ACTION PLAN

Location / Organization: NCO - OPERATIONS SERVICES

GGMS-06 CUSTOMER FOCUS & SATISFACTION

Item #	GGMS Policy Ref. #	Description of Implementing Activity	Assigned To (WHO)	Scheduled/Actual	
				Start Date	End Date
1	2.0	Complete Customer Focus Training and assess organizational status of customer focus deployment.	DRK	12/1/92	12/31/92
2	2.0	Complete (or review & update) a partnership profile for each department or key work-unit.	DRK MGRs	12/1/92	1/31/93
3	2.0	Complete (or review & update) a customer relations plan (Action Plan) for each department or key work unit.	DRK MGRs	1/15/93	2/28/93
4	2.0	Incorporate Customer Relations Plans into 1994 Business Plans.	DRK	As Recd.	
5					
6					
7					
8					
9					
10					
11					
12				AF000693	

GENERATING GROUP MANAGEMENT SYSTEM (GGMS) ACTION PLAN

Location / Organization: NCO - OPERATIONS SERVICES

GGMS-07 PROCESS IMPROVEMENT					
Item #	GGMS Policy Ref. #	Description of Implementing Activity	Assigned To (WHO)	Scheduled/Actual	
				Start Date	End Date
1	2.1	Identify & Prioritize Key Processes based on Customer Input & Business Focus Areas.	DRK MGRs	12/1/92	12/31/92
2	2.1	Identify, prioritize, and schedule planned 1993 QITs (or QIT Problem Area) and incorporate into a Process Improvement Plan.	DRK MGRs	12/1/92	12/31/92
3	2.4C	Prepare a Benchmarking Plan for FY1993.	DRK	12/1/92	12/31/92
4	2.2	Develop FY1994 Process Improvement and Benchmarking Plans for inclusion in the FY1994 Op Svcs Business Pl	DRK MGRs	TBD	
5					
6					
7					
8					
9					
10					
11					
12				AF000694	

Location / Organization: NCO - OPERATIONS SERVICES

2WKC/GGMSIP.WK3

GENERATING GROUP MANAGEMENT SYSTEM (GGMS) ACTION PLAN

Location / Organization: NCO - OPERATIONS SERVICES

GGMS-09

EDUCATION & TRAINING

Item #	GGMS Policy Ref. #	Description of Implementing Activity	Assigned To (WHO)	Scheduled/Actual	
				Start Date	End Date
1	2.2.2.3	Identify 1993 GGMS training needs to support FY 1993 Business Plan.	DRK MGRs	12/1/92	1/15/93
2	2.2.2.3	Identify 1993 Management training needs to support FY1993 Business Plan.	DRK MGRs	12/1/92	1/15/93
3	2.2.2.3	Identify 1993 Technical Training needs to support FY1993 Business Plan.	DRK MGRs	12/1/92	1/15/93
4	2.2.2.4	Develop a training plan for inclusion into the FY1994 Business Plan that addresses means for assessing training needs, specific training to be provided, and means for assessing the effectiveness of training.	DRK MGRs	1/1/93	2/15/93
5					
6					
7					
8					
9					
10					
11					
12				AF000696	

WKC/GGMSIP:WK3

GENERATING GROUP MANAGEMENT SYSTEM (GGMS) ACTION PLAN

Location / Organization: NCO - OPERATIONS SERVICES

GGMS-10 SUPPLIER QUALITY & PARTNERING					
Item #	GGMS Policy Ref. #	Description of Implementing Activity	Assigned To (WHO)	Scheduled/Actual	
				Start Date	End Date
1		Define quality requirement expectations that can be communicated to suppliers once agency guidelines are developed.	DRK	TBD	
2		Actions Awaiting Agency Guidelines			
3					
4					
5					
6					
7					
8					
9					
10					
11					
12				AF000897	

WKC/GGMSIP.WK3

GENERATING GROUP MANAGEMENT SYSTEM (GGMS) ACTION PLAN

Location / Organization: _____

Item #	GGMS Policy Ref. #	Description of Implementing Activity	Assigned To (WHO)	Scheduled/Actual	
				Start Date	End Date
1					
2					
3					
4					
5					
6					
7					
8					
9					
10					
11					
12				AF000638	

03/07/1994

CORPORATE TRAINING SYSTEM

PAGE: 001

QUARTERLY REPORT OF INDIVIDUAL TRAINING
FROM 07/01/1993 TO 12/31/1993

220415

NAME: WILSON C MCARTIUR
SSN: [REDACTED]
ORG: BOARD
SCH/CRD: M SR
JOB TITLE: MGR

TECH SUPPORT

TRAINING INSTITUTION/ COURSE TITLE	COMPLETION DATE	COLLEGE MAJOR/ CLASS HRS	REASON/ COURSE ID	CATEGORY	ACTIVITY
SEQUOYAH NUCLEAR PLANT FITNESS FOR DUTY EMPLOYEE T	04/07/93	001	MANDATORY WFFD002.000 00	INTERNAL TRAINING	TECHNICAL
SEQUOYAH NUCLEAR PLANT NUCLEAR INDUSTRIAL (RETRAIN	04/07/93	002	MANDATORY MCET011.000 00	INTERNAL TRAINING	OTHER
SEQUOYAH NUCLEAR PLANT SGH NON-RADCON SITE SPECIFI	04/07/93	000	MANDATORY MCET200.000 00	INTERNAL TRAINING	TECHNICAL
DIVERSITY AWARENESS TRAININ	10/28/93	000	MANDATORY WFF-DAT700.02 00		

AF000699

07/08/1994

CORPORATE TRAINING SYSTEM

PAGE: 001

QUARTERLY REPORT OF INDIVIDUAL TRAINING
FROM 04/01/1994 TO 06/30/1994

220415

NAME: WILSON C MCARTINUR
SSN: [REDACTED]
ORG: BOARD
SCH/CRD: M SR
JOB TITLE: MGR

TECH SUPPORT

TRAINING INSTITUTION/ COURSE TITLE	COMPLETION DATE	COLLEGE MAJOR/ CLASS HRS	REASON/ COURSE ID	CATEGORY	ACTIVITY
SEQUOYAH NUCLEAR PLANT CECC DIRECTOR	03/11/94	000	MANDATORY HEPT001.000	00	

AF000700

10/05/1994

CORPORATE TRAINING SYSTEM

PAGE: 002

QUARTERLY REPORT OF INDIVIDUAL TRAINING
FROM 07/01/1994 TO 09/30/1994

220415

NAME: WILSON C MCARTHUR
 SSN: [REDACTED]
 ORG: BOARD CH NUC PW OFNUC OPERS OPS SUPP
 SCH/CRD: H SR
 JOB TITLE: MGR

TRAINING INSTITUTION/ COURSE TITLE	COMPLETION DATE	COLLEGE MAJOR/ CLASS INPS	REASON/ COURSE ID	CATEGORY	ACTIVITY
	10/10/93	000	MANDATORY WFI-DA700.02	00	
SEQUOYAH NUCLEAR PLANT CECC DIRECTOR	03/11/94	000	MANDATORY NEPT001.000	00	
FITNESS FOR DUTY EMPLOYEE T	05/24/94	000	MANDATORY WFD002.000	00	
SEQUOYAH NUCLEAR PLANT WBN NON-RADCON SITE SPECIFI	06/13/94	000	MANDATORY NCET300.000	00	
SEQUOYAH NUCLEAR PLANT NUCLEAR INDUSTRIAL (RETRAIN	06/13/94	000	MANDATORY NCET011.000	00	
SEQUOYAH NUCLEAR PLANT CATEGORY 1 RETRAINING RADIO	06/13/94	000	MANDATORY NCET013.000	00	
SEQUOYAH NUCLEAR PLANT SSR - SCM RADCON SST CAT 1	06/13/94	000	MANDATORY NCET201.000	00	
BROWNS FERRY NUCLEAR SITE UNIT SEPARATION - (VIDEO)	06/14/94	000	MANDATORY NSST122.000	00	
BROWNS FERRY NUCLEAR SITE BPM NON-RADCON SITE SPECIFI	06/14/94	000	MANDATORY NCET100.000	00	
BROWNS FERRY NUCLEAR SITE SSR - BPM RADCON SST CAT 1	06/14/94	000	MANDATORY NCET101.000	00	
WATTS BAR NUCLEAR PLANT WBN NON-RADCON SITE SPECIFI	06/17/94	000	MANDATORY NCET300.000	00	
SEQUOYAH NUCLEAR PLANT SSR - SCM RADCON SST CAT 2	06/17/94	000	MANDATORY NCET202.000	00	
WATTS BAR NUCLEAR PLANT SSR - WBN RADCON SST CAT 1	06/17/94	000	MANDATORY NCET301.000	00	

AF000701

10/06/1994

WILSON C MCARTHUR

CONTINUED:

PAGE: 002

TRAINING INSTITUTION/ COURSE TITLE	COMPLETION DATE	COLLEGE MAJOR/ CLASS HRS	REASON/ COURSE ID	CATEGORY	ACTIVITY
---------------------------------------	--------------------	-----------------------------	----------------------	----------	----------

SEQUOYAH NUCLEAR PLANT SON NON-RADCON SITE SPECIFI	06/17/94	000	MANDATORY HGET200.000		
---	----------	-----	--------------------------	--	--

AF000702

PERFORMANCE REVIEW AND DEVELOPMENT PLAN

Name Wilson C. McArthur
 Position Manager, Technical Programs/OPS SVS
 Review Period October 1, 1993 to September 30, 1994
 Date of Annual Performance Review _____

Social Security Number [REDACTED]
 Organization OPS SVS/NP

PERFORMANCE RATINGS DEFINITIONS

Exceeds Expectations Individual far exceeds expectations for this objective or expectation. Frequently makes significant contributions well beyond job responsibilities.

Meets Expectations Individual consistently meets expectations for this objective or expectation. Employee knows and performs the job well. May occasionally exceed expectations in some areas. Fully competent and valuable employee.

Meets Some Expectations Individual partially meets expectations for this objective or expectation. Improvement in this area is necessary for the employee to fully meet expectations. Performance does not indicate successful completion of all assigned responsibilities.

Unacceptable Individual consistently below expectations and performance is unacceptable for this objective or expectation. May require more supervision than expected. Improvement required to meet expectations.

QUARTERLY REVIEW DISCUSSIONS

1st
 Manager [Signature] Employee WCH
 Initials
1-22-94
 Date Discussed

2nd
 Manager [Signature] Employee WCH
 Initials
4/24/94 5/2/94
 Date Discussed

3rd
 Manager [Signature] Employee WCH
 Initials
7/24/94
 Date Discussed

4th
 Manager [Signature] Employee WCH
 Initials
9/15/94
 Date Discussed

AF000703

PERFORMANCE OBJECTIVES

PERFORMANCE OBJECTIVES	PERFORMANCE SUMMARY	WEIGHT X	EXPECTATIONS				TOTAL
			4 EXCEEDS	3 MEETS SOME	2 MEETS SOME	1 UNACCEPTABLE	
Establish specific results or goals that this employee is expected to achieve during this rating period. (Additional pages may be used as necessary).	Review performance against each objective. Discuss results achieved, areas of success, and improvements needed. Cite examples where appropriate below. Then mark (X) in the column on the right which best describes the employee's performance.						
1. The incumbent will meet the expectations of the Generating Group Management System (GGMS) and other directions that are provided for good business practices. Attention to high safety standards and good housekeeping practices will be maintained. Meet management expectations as described by the General Manager, Operations Services (OPS SVS).	On track	10		X			30
2. Effectively manage Technical Programs (TP) organization by following the TP Business Plan and fulfilling responsibilities in the three areas of the Technical Support Mission Statement: • Nuclear Plant Support • Nuclear Program Oversight • Functional area ownership Meet the requirements of the TP Mission Statement (copy attached). Assure that TP maintains focus on the customer and that programmatic responsibilities are achieved.	Maintains focus on customer while keeping the mission in mind.	20	X				80
3. Maintain focus and direction for the three areas identified by the Board of Directors: • To put employee's first • To establish environmental leadership • To maintain competitive rates by: • Improving the Employee Opinion Survey results in TP • Have the sites state that our environmental leadership is excellent • Maintain an attitude of cost cutting and follow through	Good with cost cutting. Need to keep follow through in mind.	10		X			30
4. Meet budget requirements for FY94 and successfully reduce the TP O&M budget by at least 5%.	Meets budget.	10		X			30
5. Maintain a high level of productivity and effectiveness at all levels in TP and work aggressively to instill a competitive spirit and to recognize that we should continuously evaluate our resources to be the best we can be.	On track.	10		X			30
6. Support professionally the functions of the SQN and BFM Nuclear Safety Review Boards, Hay Committee, and the Integrated Software/Hardware Review Group.	Good support to NSRB.	5		X			15
7. Pursue a high level of technical capability by personal development and attendance at appropriate conferences/meetings.	On track.	5	X				20

AF000704

TVA 4535 (GG 1-93) [2-93] 2

Performance Objectives = 70 Percent of Total Weight _ _ _ _ _ 1

Total | 235 |

AF000705

PERFORMANCE BEHAVIORS

BEHAVIORS	PERFORMANCE SUMMARY	★ WEIGHT X	X	EXPECTATIONS				TOTAL
				4	3	2	1	
				EXCEEDS	MEETS	MEETS SOME	UNACCEPTABLE	
These behaviors come directly from TVA's workforce mission. Employee and supervisor jointly decide which of these behaviors specifically apply for the review period. Choose up to six behaviors, with no behavior receiving a weight of less than 5.	Review performance against each behavior. Discuss results achieved, areas of success, and improvements needed. Cite examples where appropriate below. Then mark (X) in the column on the right which best describes the employee's performance.							
1. High Performance Sets clear goals for self and others; includes the needs of customers in setting these goals; shows persistence and dependability in accomplishing goals; looks for ways to make projects successful rather than finding reasons for failure; takes personal responsibility for ensuring results are achieved.	Keeps site in mind when setting goals, seeks success vs. finding reason not to go for it.	5		X				20
2. Teamwork Shows a team orientation by placing team goals over individual goals; effectively communicates information needed for task completion; contributes actively to group projects and meetings; develops positive and productive relationships with other team members; works to turn conflict into "win-win" situations; looks for shared goals with other workgroups.	Team player	5		X				20
3. Diversity Seeks and uses a broad range of experiences, backgrounds, and points of view to achieve organizational goals; treats co-workers with dignity and respect; encourages and supports actions to ensure a representative demographic mix in the workforce.								
4. Innovation Develops original, cost effective, and resourceful approaches to work situations; encourages and recognizes the initiative and creativity of others; takes appropriate levels of action to get the job done right.								

PERFORMANCE BEHAVIORS

BEHAVIORS	PERFORMANCE SUMMARY	* WEIGHT X	X	EXPECTATIONS				TOTAL
				4 EXCEEDS	3 MEETS	2 MEETS SOME	1 UNACCEPTABLE	
These behaviors come directly from TVA's workforce mission. Employee and supervisor jointly decide which of these behaviors specifically apply for the review period. Choose up to six behaviors, with no behavior receiving a weight of less than 5.	Review performance against each behavior. Discuss results achieved, areas of success, and improvements needed. Cite examples where appropriate below. Then mark (X) in the column on the right which best describes the employee's performance.							
5. Continuous Improvement Determines customer expectations; identifies strengths and weaknesses in present work methods; uses quality problem-solving tools and techniques to develop new and more effective methods; creates a non-blaming atmosphere while exploring past mistakes and future methods changes; evaluates continuous improvement for self, suppliers; and customers by: determining performance benchmarks, setting explicit, measurable goals, and measuring progress toward goals.	On track	5			X			15
6. Coaching and Developing Sets clear performance expectations with each employee; provides ongoing feedback; works with employees to prepare individual development plans; provides support and resources for implementation of development plans; evaluates performance based on established expectations.	Good coach - work w/ employees	5		X				20
7. Leadership Consistently communicates a clear direction for the workgroup; gains commitment and participation by modeling actions necessary to accomplish the direction; implements an organizational or cultural change that gives action to organizational vision; recognizes and rewards others for their contributions.	Provides direction for the group/consistent team player.	5		X				20
8. Communication Sends and receives information clearly, accurately, thoroughly, and effectively; verbal, written, up, down, lateral, one-to-one, and group communication.								
Total								

PERFORMANCE BEHAVIORS

BEHAVIORS	PERFORMANCE SUMMARY	* WEIGHT X	EXPECTATIONS				TOTAL
These behaviors come directly from TVA's workforce mission. Employee and supervisor jointly decide which of these behaviors specifically apply for the review period. Choose up to six behaviors, with no behavior receiving a weight of less than 5.	Review performance against each behavior. Discuss results achieved, areas of success, and improvements needed. Cite examples where appropriate below. Then mark (X) in the column on the right which best describes the employee's performance.		4 EXCEEDS	3 MEETS	2 MEETS SOME	1 UNACCEPTABLE	
9. Interpersonal Skills Interacts with others in ways that enhance understanding and respect.	Gets/meets goals.	5	X				20
10. Judgement and Decision Making Shows readiness to take action based on factual information and logical assumptions.							
11. Planning and Organizing Sets goals and develops strategies for meeting goals.							
12. Technical Shows familiarization and utilization of tools, equipment, concepts, methods, and procedures which are discipline specific and necessary for professional excellence.							
*Performance Behaviors = 30 Percent of Total Weight			Total				115

OVERALL PERFORMANCE

FORMULA	RATING			
Objectives Rating Total = 235	EXCEEDS	MEETS	MEETS SOME	UNACCEPTABLE
Behaviors Rating Total = 115	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Overall Rating Total = 350	4/3.6	3.5/2.6	2.5/2.0	1.9 and Below
Divided by 100 = 3.50				

STRENGTHS/DEVELOPMENTAL NEEDS (Completed by supervisor or with employee input.)

Overall Strengths: Technical capabilities in all areas of Technical Programs. Very good, oriented.

Overall Dev. Needs: Skills in making employee decisions. Improvement.

CAREER OBJECTIVES (0 - 3 years)

Employee's stated Career Objectives: (Priority order)

- (1) _____ (3) _____
 (2) _____ (4) _____

INDIVIDUAL DEVELOPMENT PLAN

AREAS FOR DEVELOPMENT List specific knowledges, skills, and behaviors to be developed. Indicate areas of current performance which need to be developed with an asterisk (*).	ACTION List steps which can and will be taken to address these development needs.	TARGET DATE FOR COMPLETION (12-18 mo.)	COMPLETION (X)
* 1. Increase ability to make timely decisions regarding employees.	Take a management skills course in managing employees.	June 1994	Cancelled
2. Negotiations	Take a course in the art of negotiating.	September 1994	Rescheduled
3. Continue to develop technical capabilities.	a) Attend PEP courses at Health Physics Society Meeting.	July 1994	X
	b) Take technical course in Chemistry.	September 1994	X

AF000709

OVERALL SUMMARY OF PERFORMANCE:

Works well with the sites. Keeps corporate mission in mind. Good leadership: example 10 CER 20 chances. Team player, good coach.

EMPLOYEE ACKNOWLEDGEMENT: (My signature means that I have been advised of my performance)

Employee's Comments:

EMPLOYEE SIGNATURE:

Wilson McArthur

DATE:

11/17/94

APPROVALS:

SUPERVISOR SIGNATURE:

[Signature]

DATE:

11/17/94

ER&D REVIEW:

DATE:

NEXT LEVEL SUPERVISOR
REVIEW AND ENDORSEMENT:

DATE:

AF000710



DEC 2 1996

LIFE INSURANCE ELECTION
Federal Employees' Group Life Insurance ProgramSee Privacy Act
Information on
Back of Part 3

General Instructions: By law, unless you waive all coverage or are ineligible, you are automatically covered for Basic Life insurance. When you first become eligible for FEGLI, you have the choice of (1) electing Basic Life and any or all of the options, (2) electing Basic Life but declining all of the options, or (3) waiving all life insurance coverage. If you are changing your election, see the back of Part 3 - Employee Copy. This election will supersede all previous elections.

To complete this form:

- Read the back of Part 3 - Employee Copy carefully.
- Type or print in ink.
- Do not separate the parts. Your employing office will complete the form and return your copy to you. This form should be kept with your FEGLI booklet, *Description and Certification of Enrollment (FI 76-21)*.

2 Fill in identifying information

Name (Last) (First) (Middle)	Date of birth (month, day, year)	Social Security Number
McArthur, Wilson C	[REDACTED]	[REDACTED]
Employing department or agency	Agency location (City, State, ZIP code)	
Operations Support - TVAN	Chattanooga, TN 37421	

3 To elect Basic Life, sign and date below. If you do not elect Basic Life, you may not elect any form of optional insurance. If you do not want any insurance at all, skip to section 5

Basic
Life

I want the Basic Life insurance. I authorize deductions to pay my share of the cost.

Signature (Do not print)

Wilson C. McArthur

Date (month, day, year)

November 22, 1996

4 If you have elected Basic Life, you may elect any or all of the following options (UNLESS you have previously declined any or all of these options, in which case you may only elect those options which you are eligible to elect as outlined in the FEGLI booklet). Sign the box(es) below for any option(s) you are eligible for and wish to elect. You will not be covered for any option(s) for which you do not sign below, regardless of whether you previously elected the option(s). Further, if you decline one or more of the options, your opportunities to enroll in an option or increase your optional coverage are strictly limited. See "Conditions for Changing Election" in your FEGLI booklet.

Option A - Standard	Option B - Additional	Option C - Family						
I want Standard optional insurance. I authorize deductions to pay the full cost.	I want the Additional optional insurance in the multiple of my annual basic pay I indicate below. I authorize deductions to pay the full cost. (Indicate multiple by marking "X" in the appropriate box. Do not mark more than one box.) <table border="0"><tr><td><input type="checkbox"/> 1 times my pay</td><td><input type="checkbox"/> 4 times my pay</td></tr><tr><td><input checked="" type="checkbox"/> 2 times my pay</td><td><input type="checkbox"/> 5 times my pay</td></tr><tr><td><input type="checkbox"/> 3 times my pay</td><td></td></tr></table>	<input type="checkbox"/> 1 times my pay	<input type="checkbox"/> 4 times my pay	<input checked="" type="checkbox"/> 2 times my pay	<input type="checkbox"/> 5 times my pay	<input type="checkbox"/> 3 times my pay		I want the Family optional insurance. I understand that upon the death of my spouse I would receive \$5,000 and that upon the death of an eligible child I would receive \$2,500. I authorize deductions to pay the full cost.
<input type="checkbox"/> 1 times my pay	<input type="checkbox"/> 4 times my pay							
<input checked="" type="checkbox"/> 2 times my pay	<input type="checkbox"/> 5 times my pay							
<input type="checkbox"/> 3 times my pay								
Signature (Do not print) Wilson C. McArthur	Signature (Do not print) Wilson C. McArthur	Signature (Do not print) Wilson C. McArthur						
Date 11/22/96	Date 11/22/96	Date 11/22/96						

5 If you want NO life insurance coverage at all, sign and date below.

Waiver of All
Life Insurance
Coverage

I want no insurance coverage at all. I understand that any insurance I have will stop at the end of the pay period in which my employing office receives this waiver and that I cannot get Basic Life Insurance unless (1) I wait at least one year after I sign this form AND give satisfactory medical evidence of insurability, or (2) I have a break in Federal service of at least 180 days. I understand that I cannot get any optional insurance unless I first have Basic Life. I have read "Waiving or Changing Your Insurance Coverage" on the back of Part 3 and I understand that my decision to waive insurance coverage now may affect my eligibility for coverage as a retiree.

Signature (Do not print)

Date (month, day, year)

11/22/96

6 TO BE COMPLETED BY AGENCY. Agency remarks:

Name and address of employing office	Date received in employing office (month, day, year)	Number of event permitting change (See table on the back of Part 2)
	Effective date of coverage (month, day, year)	
	I followed the instructions on the back of Part 1. Signature of authorized agency official	

The employee's copy of this form, when completed by the employing office, together with the FEGLI booklet, *The Federal Employees' Group Life Insurance Description and Certification of Enrollment (FI 76-21)*, constitute the employee's Certificate of Insurance.

AF000711



LIFE INSURANCE ELECTION
Federal Employees' Group Life Insurance Program

See Privacy Act
Information on
Back of Part 3

General Instructions: By law, unless you waive all coverage or are ineligible, you are automatically covered for Basic Life insurance. When you first become eligible for FEGLI, you have the choice of (1) electing Basic Life and any or all of the options, (2) electing Basic Life but declining all of the options, or (3) waiving all life insurance coverage. If you are changing your election, see the back of Part 3 - Employee Copy. This election will supersede all previous elections.

To complete this form:

- Read the back of Part 3 - Employee Copy carefully.
- Type or print in ink.
- Do not separate the parts. Your employing office will complete the form and return your copy to you. This form should be kept with your FEGLI booklet, *Description and Certification of Enrollment (RI 76-21)*.

2 Fill in identifying information

Name (Last) (First) (Middle) <i>McARTHUR, Wilson Cooper</i>	Date of birth (month, day, year) <i>[REDACTED]</i>	Social Security Number <i>[REDACTED]</i>
Employing department or agency <i>Tennessee Valley Authority</i>	Agency location (City, State, ZIP code) <i>Chattanooga, TN</i>	

3 To elect Basic Life, sign and date below. If you do not elect Basic Life, you may not elect any form of optional insurance. If you do not want any insurance at all, skip to section 5.

Basic Life

I want the Basic Life insurance. I authorize deductions to pay my share of the cost.

Signature (Do not print)

Wilson C. McArthur

Date (month, day, year)

11/22/97

4 If you have elected Basic Life, you may elect any or all of the following options (UNLESS you have previously declined any or all of these options, in which case you may only elect those options which you are eligible to elect as outlined in the FEGLI booklet). Sign the box(es) below for any option(s) you are eligible for and wish to elect. You will not be covered for any option(s) for which you do not sign below, regardless of whether you previously elected the option(s). Further, if you decline one or more of the options, your opportunities to enroll in an option or increase your optional coverage are strictly limited. See "Conditions for Changing Section" in your FEGLI booklet.

Option A - Standard

I want Standard optional insurance.
I authorize deductions to pay the full cost.

Option B - Additional

I want the Additional optional insurance in the multiple of my annual basic pay I indicate below. I authorize deductions to pay the full cost. (Indicate multiple by marking "X" in the appropriate box. Do not mark more than one box.)

☐ 1 times my pay

☐ 2 times my pay

☐ 3 times my pay

☐ 4 times my pay

☐ 5 times my pay

Option C - Family

I want the Family optional insurance. I understand that upon the death of my spouse I would receive \$5,000 and that upon the death of an eligible child I would receive \$2,500. I authorize deductions to pay the full cost.

Signature (Do not print)

Wilson C. McArthur

Date

11/22/97

Signature (Do not print)

Date

Signature (Do not print)

Wilson C. McArthur

Date

11/22/97

5 If you want NO life insurance coverage at all, sign and date below.

Waiver of All Life Insurance Coverage

I want no insurance coverage at all. I understand that any insurance I have will stop at the end of the pay period in which my employing office receives this waiver and that I cannot get Basic Life insurance unless (1) I wait at least one year after I sign this form AND give satisfactory medical evidence of insurability, or (2) I have a break in Federal service of at least 180 days. I understand that I cannot get any optional insurance unless I first have Basic Life. I have read "Waiving or Changing Your Insurance Coverage" on the back of Part 3 and I understand that my decision to waive insurance coverage now may affect my eligibility for coverage as a retiree.

Signature (Do not print)

Date (month, day, year)

6 TO BE COMPLETED BY AGENCY. Agency remarks:

Number of event permitting change
(See table on the back of Part 2)

5B

Name and address of employing office

*TVA
Employee Service Center
400 West Summit Hill Dr.
Knoxville, TN 37902*

Date received in employing office
(month, day, year)

11/26/97

Effective date of coverage (month, day, year)

1-1-98

I followed the instructions on the back of Part 1.

Signature of authorized agency official

Patricia J. [Signature]

The employee's copy of this form, when completed by the employing office, together with the FEGLI booklet, *The Federal Employees' Group Life Insurance Description and Certification of Enrollment (RI 76-21)*, constitute the employee's Certificate of Insurance.

POSITION DESCRIPTION

PD NO. 960379

Name	<u>Wilson C. McArthur</u>	Social Security Number	<u>[REDACTED]</u>
Position Title	<u>Corporate Radiological & Chemistry Control Manager</u>	Pay Group or Schedule/Grade	<u>PG-SR</u>
Location	<u>Chattanooga</u>	Effective Date	<u>6/17/96</u>
Organization Titles:			
Group	<u>TVA Nuclear</u>	Incumbent's Signature	<u>W.C. McArthur</u>
Operations	<u>Nuclear Operations</u>	Supervisor's Signature	<u>T. J. McGrath</u>
Division	<u>Operations Support</u>	HRM/HRO's Signature	<u>Donald E. Nif</u>
Department	<u>Corporate Radiological & Chemistry Control</u>	Reports to (Title)	<u>D. E. Nixon</u> <u>Operations Support General Manager</u>
Section			

FOR COMPENSATION PLANNING AND ANALYSIS USE ONLY

POSITION EVALUATION:	EVALUATION DATE: <u>3/11/96</u>	CP&A REVIEWER INITIALS: <u>cjh</u>
<u>F33</u> <u>528</u> <u>F4 (50)</u> <u>264</u> <u>E3P</u> <u>304</u> <u>1096</u> <u>48-24-28</u> <u>+1</u>		
<u>CH Slot</u> <u>K-H Pts</u> <u>P-S Slot</u> <u>P-S Pts</u> <u>Acct Slot</u> <u>Acct Pts</u> <u>Total Pts</u> <u>Profile</u> <u>Profile</u>		
Approved Job Title: <u>Manager</u>	Schedule/Pay Grade: <u>PG-SR</u>	
Organization Code: _____	Job Code: <u>2186</u>	
	Supervisory Code: <u>Y</u>	
	Function Code: <u>P42</u>	

POSITION PURPOSE:

Provides technical direction for TVAN's Radiological Control, Chemistry Control/Environmental Protection, and Radwaste programs to ensure that all operations, maintenance, modifications, and engineering activities are conducted in a radiological safe manner, protect plant systems and equipment, and protect the environment.

Responsible for technical direction and project management activities in support of nuclear power plant sites to ensure that Radiological Control, Chemistry Control/Environmental Protection, and Radwaste activities meet industry and regulatory expectation and are conducted in a manner that protects the individuals and the Agency.

Directs and provides technical expertise for the operation of exposure records program and in radiation litigation minimization program that meets or exceeds industry-expectations.

Directs the operations of the TVA Environmental Radiological Monitoring and Instrumentation (ERM&I) program that provides portable instrument repair and calibration, environmental monitoring, source preparation, and conducts special studies for TVAN. Develops and directs the outside business efforts of the ERM&I organization.

DIMENSIONS: (On page 2)

Distribution: Original - Human Resources Microrecords Unit, Knoxville
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Copy

POSITION TITLE: Corp Radiological & Chemistry Control Mgr PD NO. 960379
Wilson C. McArthur SSN [REDACTED] EFFECTIVE DATE 6/17/96
(First) (Middle) (Last)

DIMENSIONS:

Employees:

Management/Professional/Technical = 10
Clerical/Technical Support = $\frac{14}{24}$

Budget

Annual Operating Budget approximately \$4 million

Other Examples:

Number of annual projects managed - 50 .

Specialists handle projects of typical size - \$50,000 - \$2 million

Administers radwaste and technician contracts for sites that total up to \$7 million annually

Responsible for the ERM&I facility and equipment with a value of \$5 million

Responsible for the nuclear power portable radiological control instrument inventory of 5,300 instruments with a value of \$2.5 million

PRINCIPAL ACCOUNTABILITIES:

Provide expert technical direction to TVAN, with a focus on the nuclear plant sites, for Radiological Control, Chemistry Control/Environmental Protection, and Radwaste. Functions include:

Technical Support:

Short-Term—Provide technical direction and troubleshooting to resolve technical problems that affect the operability of the Radiological Control, Chemistry Control, Radwaste, and Environmental Protection programs for TVAN.

Long-Term—Provide technical direction and management for generic problems that affect TVA programs in Radiological Control, Chemistry Control, Radwaste, and Environmental Research.

Programmatic Direction:

Provide technical expertise to develop and maintain standards for Radiological Control, Chemistry Control, Radwaste and Environmental Protection for TVAN.

Benchmarking/Standardization:

- Responsible for working with other utilities and professional groups to ascertain the best industry practices and implementing these practices at TVAN in the areas of Radiological Control, Chemistry Control, Environmental Protection, and Radwaste.
- Responsible for assuring consistency of practices (standardization) in Radiological Control, Chemistry Control, Environmental Protection, and Radwaste at TVAN.

Site Technical/program Evaluations:

Direct and provide expert technical assessments of nuclear site operations and programs on Radiological Control, Chemistry, Environmental Protection, and Radwaste.

Provide expert senior level technical input to the President TVAN and the TVAN executives and managers in Radiological Control, Chemistry Control, Environmental Protection, and Radwaste.

Provide management direction and be accountable for the operations of the Environmental Radiological Monitoring and Instrumentation (ERM&I) facility including the non-TVAN business portion of the operation. Responsibilities include:

Direct the instrument services program for calibration, repair, and inventory of portable RadCon instrumentation (approximately 5,300 instruments).

Direct the TVAN-wide environmental radiological monitoring program.

Direct the radioanalytical technical support services required to support the sites (i.e., 10CFR61, iron and strontium analyses).

Market and secure outside TVA business for the above listed services through a comprehensive business plan developed to assure that ERM&I can cover costs.

Provide senior management and the sites with expert technical direction in the handling, transportation, and disposal of low-level radioactive waste.

Provide expert technical direction to the Southeastern Compact Generators Group (SEGG) to ensure that TVAN has the necessary low-level radioactive waste disposal facilities now and in the future.

Serve as the principal point of contact for TVAN's Work Agreements with the Resource Group. Accountable for assuring that the product is cost effective.

POSITION TITLE: Corp Radiological & Chemistry Control Mgr PD NO. 960379
Wilson R. McCarthy SSN [REDACTED] EFFECTIVE DATE 6/17/96
(First) (Middle) (Last)

PRINCIPAL ACCOUNTABILITIES (Continued):

Accountable for ensuring that the Radiological Control, Chemistry Control/Environmental Protection, and Radwaste programs are developed to meet the needs of TVA personnel and visitors and is consistent with a sound program for radiation litigation management.

Represent TVA as Senior Technical Expert in the radiological and chemistry control, environmental protection, and radwaste disciplines to regulatory agencies, outside organizations, and litigation matters.

Provide expert direction to implement industry initiatives to improve operations, outages and reduce costs.

Provide independent expert technical assessment of site performance and assist in improvement activities.

Manage and direct major projects in Radiological Control, Chemistry Control/Environmental Protection, and Radwaste.

Provide the technical and management direction to ensure that training activities for Radiological Control, Chemistry Control/Environmental Protection, and Radwaste meet management and industry expectations.

Provide the direction and focal point for peer group and technical discipline meetings that affect TVAN.

Responsible for providing the TVAN technical expertise for the TVA wide Environmental Implementation Committee (EIC), the and the Corporate Management Review Committee (MRC). Represent TVAN in fulfilling the responsibilities of IGA-3 (Resource Group).

Provide expert technical direction to the Nuclear Energy Institute (NEI) and the Electric Power Research Institute (EPRI) in matters concerning low-level radioactive waste, chemistry, and radiological controls.

Develop a staff of personnel that are capable of replacing key positions at the sites, temporarily or permanently, in Radiological Control, Chemistry Control, Environmental Protection, and Radwaste. Maintain contact with personnel outside of the agency that would fill key positions.

MINIMUM QUALIFICATIONS:

The manager must have a B.S. degree in Engineering or a Physical Science. An advanced degree in Engineering or Physical Science is preferred. The manager shall have at least 10 years of professional level experience which shall include at least 5 years of professional experience in radiological control or chemistry control activities with experience in the handling, transportation, and disposal of low-level radioactive waste and environmental protection at commercial nuclear power plants. The manager must be capable of serving as a replacement for a site Radiological and Chemistry Control manager.

Incumbent in this position is subject to rotational assignment.

POSITION DESCRIPTION

PD NO. 960379

Name	<u>Wilson C. McArthur</u>	Social Security Number	<u>[REDACTED]</u>
Position Title	<u>Corporate Radiological & Chemistry Services Manager</u>	Pay Group or Schedule/Grade	<u>PG-SR</u>
Location	<u>Chattanooga</u>	Effective Date	<u>6-30-97</u>
Organization Titles:		Incumbent's Signature	<u>W. C. McArthur</u> W. C. McArthur
Group	<u>TVA Nuclear</u>	Supervisor's Signature	<u>[Signature]</u> J. A. Bailey
Operations	<u>Engineering & Technical Services</u>	HRM/HRO's Signature	<u>[Signature]</u> D. E. Nixon
Division	<u></u>	Reports to	<u>Engineering & Technical Services Vice President</u>
Department	<u>Corporate Radiological & Chemistry Services</u>	(Title)	<u></u>
Section	<u></u>		<u></u>

FOR COMPENSATION PLANNING AND ANALYSIS USE ONLY

POSITION EVALUATION:	EVALUATION DATE:	3/11/96	CP&A REVIEWER INITIALS:	cjh
53 Slot	528 K-H Pts	F4 (50) P-S Slot	264 P-S Pts	E3P Acct Slot
304 Acct Pts	1096 Total Pts	48-24-28 Profile	+1 Profile	
Approved Job Title:	<u>Manager</u>	Schedule/Pay Grade:	<u>PG-SR</u>	
Organization Code:	<u></u>	Job Code:	<u>2186</u>	
	<u></u>	Supervisory Code:	<u>Y</u>	
	<u></u>	Function Code:	<u>P42</u>	

POSITION PURPOSE:

Provides technical direction for TVAN's Radiological Control, Chemistry Control/Environmental Protection, and Radwaste programs to ensure that all operations, maintenance, modifications, and engineering activities are conducted in a radiological safe manner, protect plant systems and equipment, and protect the environment.

Responsible for technical direction and project management activities in support of nuclear power plant sites to ensure that Radiological Control, Chemistry Control/Environmental Protection, and Radwaste activities meet industry and regulatory expectation and are conducted in a manner that protects the individuals and the Agency.

Directs and provides technical expertise for the operation of exposure records program and in radiation litigation minimization program that meets or exceeds industry expectations.

Directs the operations of the TVA Environmental Radiological Monitoring and Instrumentation (ERM&I) program that provides portable instrument repair and calibration, environmental monitoring, source preparation, and conducts special studies for TVAN. Develops and directs the outside business efforts of the ERM&I organization.

Directs the operation of the TVAN Emergency Preparedness program to assure that the program meets industry standards and regulations.

DIMENSIONS: (On page 2)

Distribution: Original - Human Resources Microrecords Unit, Knoxville
Copy - Operations Organization (as needed)
Copy - Central Office of Union Having Jurisdiction
Copy - Employee

AF000716

PD NO. . . . 960379
EFFECTIVE DATE

Employees:

Budget
Annual Operating Budget approximately \$6.5 million

Number of annual projects managed - 50
Specialists handle projects of typical size - \$50,000 - \$2 million
Administers radwaste and technician contracts for sites that total up to \$7 million annually
Responsible for the ERM&I facility and equipment with a value of \$5 million
Responsible for the nuclear power portable radiological control instrument inventory of 5,300 instruments with a value of \$2.5 million

Provide expert technical direction to TVAN, with a focus on the nuclear plant sites, for Radiological Control, Chemistry Control/Environmental Protection, and Radwaste. Functions include:

Short-Term—Provide technical direction and troubleshooting to resolve technical problems that affect the operability of the Radiological Control, Chemistry Control, Radwaste, Environmental Protection, and Emergency Preparedness programs for TVAN.

Long-Term—Provide technical direction and management for generic problems that affect TVA programs in Radiological Control, Chemistry Control, Radwaste, Environmental Protection, and Emergency Preparedness.

Provide technical expertise to develop and maintain standards for Radiological Control, Chemistry Control, Radwaste, Environmental Protection, and Emergency Preparedness for TVAN.

Responsible for working with other utilities and professional groups to ascertain the best industry practices and implementing these practices at TVAN in the areas of Radiological Control, Chemistry Control, Environmental Protection, Radwaste and Emergency Preparedness.

Responsible for assuring consistency of practices (standardization) in Radiological Control, Chemistry Control, Environmental Protection, Radwaste and Emergency Preparedness at TVAN.

Direct and provide expert technical assessments of nuclear site operations and programs on Radiological Control, Chemistry, Environmental Protection, Radwaste and Emergency Preparedness.

Provide expert senior level technical input to the Vice President, Engineering & Technical Services of TVAN and the TVAN executives and managers in Radiological Control, Chemistry Control, Environmental Protection, Radwaste and Emergency Preparedness.

Provide management direction and be accountable for the operations of the Environmental Radiological Monitoring and Instrumentation (ERM&I) facility including the non-TVAN business supporting the operation. Responsibilities include:

Direct the instrument services program for calibration, repair, and inventory of portable RadCon instrumentation (approximately 5,300 instruments).

Direct the TVAN-wide environmental radiological monitoring program.

Direct the radioanalytical technical support services required to support the sites (i.e., 10CFR61, iron and strontium analyses).

Market and secure outside TVA business for the above listed services through a comprehensive business plan developed to assure that ERM&I can cover costs.

Provide management direction and be accountable for TVAN's Emergency Preparedness efforts by assuring that regulations and industry requirements are met.

Provide senior management and the sites with expert technical direction in the handling, transportation, and disposal of low-level radioactive waste.

POSITION TITLE: Corp Radiological & Chemistry Services Mgr PD NO. 960379
ME Wilson A. McArthur SSN [REDACTED] EFFECTIVE DATE 6-30-97
(First) (Middle) (Last)

PRINCIPAL ACCOUNTABILITIES (Continued):

Provide expert technical direction to the Southeastern Compact Generators Group (SEGG) to ensure that TVAN has the necessary low-level radioactive waste disposal facilities now and in the future.

Serve as the principal point of contact for TVAN's Work Agreements with the Resource Group. Accountable for assuring that the product is cost effective.

Accountable for ensuring that the Radiological Control, Chemistry Control/Environmental Protection, Radwaste and Emergency Preparedness programs are developed to meet the needs of TVA personnel and visitors and is consistent with a sound program for radiation litigation management.

Represent TVA as Senior Technical Expert in the radiological and chemistry control, environmental protection, and radwaste disciplines to regulatory agencies, outside organizations, and litigation matters.

Provide expert direction to implement industry initiatives to improve operations, outages and reduce costs.

Provide independent expert technical assessment of site performance and assist in improvement activities.

Manage and direct major projects in Radiological Control, Chemistry Control/Environmental Protection, Radwaste and Emergency Preparedness.

Provide the technical and management direction to ensure that training activities for Radiological Control, Chemistry Control/Environmental Protection, Radwaste and Emergency Preparedness meet management and industry expectations.

Provide the direction and focal point for peer group and technical discipline meetings that affect the TVAN.

Responsible for providing the TVAN technical expertise for the TVA wide Environmental Implementation Committee (EIC), the and the Corporate Management Review Committee (MRC). Represent TVAN in fulfilling the responsibilities of IGA-3 (Resource Group).

Provide expert technical direction to the Nuclear Energy Institute (NEI) and the Electric Power Research Institute (EPRI) in matters concerning low-level radioactive waste, chemistry, and radiological controls.

Develop a staff of personnel that are capable of replacing key positions at the sites, temporarily or permanently, in Radiological Control, Chemistry Control, Environmental Protection, Radwaste and Emergency Preparedness. Maintain contact with personnel outside of the agency that would fill key positions.

MINIMUM QUALIFICATIONS:

The manager must have a B.S. degree in Engineering or a Physical Science. An advanced degree in Engineering or Physical Science is preferred. The manager shall have at least 10 years of professional level experience which shall include at least 5 years of professional experience in radiological control or chemistry control activities with experience in the handling, transportation, and disposal of low-level radioactive waste and environmental protection at commercial nuclear power plants. The manager must be capable of serving as a replacement for a site Radiological and Chemistry Control manager.

Incumbent in this position is subject to rotational assignment.

MINIMUM QUALIFICATION REQUIREMENTS (continued)

Employees must be determined to be trustworthy and reliable and have the ability to obtain and maintain the requirements for unescorted nuclear plant access. These requirements include successful completion of a background investigation, psychological and physical examinations, drug and alcohol testing, Plant Access training, Fitness-for-Duty training and Health Physics training, when appropriate, and retraining, including passing the required examinations. Employees must adhere to all security and fitness-for-duty program requirements (to include not being under the influence of any illegal substance or mentally or physically impaired from any cause which in anyway could adversely affect their ability to safely and competently perform their duties). If required, the incumbent must also maintain facial hair shaven sufficiently to permit contact of respiratory protection devices and also be willing to adhere to prescribed dress out procedures. Failing to meet any of the above requirements will result in denial of unescorted nuclear plant access, removal from the plant and possible termination.

The incumbent is expected to participate actively in TVA's quality assurance program (QA) by assuring that all QA policies, procedures, and regulations are complied within this position. Suggests changes through appropriate channels for the QA program.

The incumbent for this position must be cognizant of NRC requirements and is expected to perform assignments with initiative and judgment that will prevent noncompliance. Must also be knowledgeable of individual actions required by this position during implementation of the radiological emergency plan.

The incumbent may be subject to periodic questioning from outside groups such as NRC, special inquiry groups, and even the general public.

Must be willing and medically able during peak periods to work extensive overtime. This overtime may be as much as 8 hours or more consecutively without an extended rest period.

All TVAN employees are expected to work to a high quality standard by doing the right thing right the first time. They are accountable for the quality results of their own work and take personal responsibility to ensure that quality problems they encounter are identified and resolved promptly. TVAN employees are to personally check or inspect the quality of work they or their subordinates perform or that they are required to approve or certify.

MANAGEMENT EMPLOYEES

Ensure the effective implementation of site radiological control program requirements within the staff through the incorporation of ALARA principles into work practices and instructions, minimizing the spread of contamination and generation of radioactive waste by staff activities, and observing work of and counseling staff personnel to improve radiological work practices.

OCCUPATIONAL EXPOSURE REPORT FOR A MONITORING PERIOD

1. NAME (LAST, FIRST, MIDDLE INITIAL) MCARTHUR, WILSON C 9351 ROYAL MTN DR CHATTANOOGA, TN 37421-0000				21. COMMENTS: 1) ANNUAL INDIVIDUAL FORMS AS REPORTED TO THE NRC			
2. IDENTIFICATION NUMBER [REDACTED]		3. ID TYPE SSN		4. SEX MALE <input checked="" type="checkbox"/> FEMALE <input type="checkbox"/>		5. DATE OF BIRTH [REDACTED]	
7. LICENSEE NAME & ADDRESS TENNESSEE VALLEY AUTHORITY SEQUOYAH NUCLEAR PLANT P.O. BOX 2000 SODDY-DAISY, TN 37379 (615)843-6505				8. LICENSEE NUMBER(S) DPR-77, 79		9. MONITORING PERIOD 1994	
				10A. RECORD <input checked="" type="checkbox"/> ESTIMATE <input type="checkbox"/>		10B. ROUTINE <input checked="" type="checkbox"/> PSE <input type="checkbox"/>	
INTAKES				DOSES (IN REM)			
10A. RADIONUCLIDE	10B. CLASS	10C. MODE	10D. INTAKE				
NR	NR	NR	NR	DEEP DOSE EQUIVALENT (DDE)		11. ND	
XXXXXXXXXX LAST ITEM XXXXXXXXXXXXX				EYE DOSE EQUIVALENT TO THE LENS OF THE EYE (LDE)		12. ND	
				SHALLOW DOSE EQUIVALENT, WHOLE BODY (SDE,WB)		13. ND	
				SHALLOW DOSE EQUIVALENT, MAX EXTREMITY (SDE,ME)		14. ND	
				COMMITTED EFFECTIVE DOSE EQUIVALENT (CEDE)		15. NR	
				COMMITTED DOSE EQUIVALENT MAXIMALLY EXPOSED ORGAN (CDE)		16. NR	
				TOTAL EFFECTIVE DOSE EQUIVALENT (BLOCKS 11 + 15) (TEDE)		17. ND	
				TOTAL ORGAN DOSE EQUIVALENT (BLOCKS 11 + 16) (TODE)		18. NR	
19. SIGNATURE OF DESIGNEE [Signature]				20. DATE SIGNED 4/11/95		REPORT DATE/TIME 03/09/95 16:10:01	

TVA 40473 (05/93)

THIS REPORT IS FURNISHED TO YOU UNDER THE PROVISIONS OF THE NUCLEAR REGULATORY COMMISSION REGULATIONS 10CFR19. YOU SHOULD PRESERVE THIS REPORT FOR FURTHER REFERENCE.

AF000720

PERFORMANCE REVIEW AND DEVELOPMENT PLAN

Name WILSON C. McARTHUR
 Position Manager, Radiological Control
 Review Period 10/1/94 to 9/30/95
 Date of Annual Performance Review _____

Social Security Number
 Organization Radiological Control

PERFORMANCE RATINGS DEFINITIONS

Exceeds Expectations	Individual far exceeds expectations for this objective or expectation. Frequently makes significant contributions well beyond job responsibilities.
Meets Expectations	Individual consistently meets expectations for this objective or expectation. Employee knows and performs the job well. May occasionally exceed expectations in some areas. Fully competent and valuable employee.
Meets Some Expectations	Individual partially meets expectations for this objective or expectation. Improvement in this area is necessary for the employee to fully meet expectations. Performance does not indicate successful completion of all assigned responsibilities.
Unacceptable	Individual consistently below expectations and performance is unacceptable for this objective or expectation. May require more supervision than expected. Improvement required to meet expectations.

QUARTERLY REVIEW DISCUSSIONS

1st
 Manager Employee
 Initials
 Date Discussed 2/2/95

2nd
 Manager Employee
 Initials
 Date Discussed

3rd
 Manager Employee
 Initials
 Date Discussed

4th
 Manager Employee
 Initials *signature within*
 Date Discussed 1/17/96

AF0000721

TVA 4535 (GG 1-93) [2-93] 1.....1108G

27115

PERFORMANCE OBJECTIVES

PERFORMANCE OBJECTIVES	PERFORMANCE SUMMARY	WEIGHT %	X	EXPECTATIONS				TOTAL
				4 EXCEEDS	3 MEETS	2 MEETS SOME	1 UNACCEPTABLE	
Establish specific results or goals that this employee is expected to achieve during this rating period. (Additional pages may be used as necessary).	Review performance against each objective. Discuss results achieved, areas of success, and improvements needed. Cite examples where appropriate below. Then mark (X) in the column on the right which best describes the employee's performance.							
1. The incumbent will meet the expectations of the Operations Services (Radcon) Business Plan, Corporate Radcon Expectations and Goals as determined by the Corporate Radcon Task List. Attention to safety standards and good house-keeping practices will be maintained. Meet management expectations as described by the General Manager, Operations Services.		10%			x			30
2. Maintain focus on the top priorities listed for TVAN and the Top Priorities listed for Operations Services and Corporate Radcon.		10%		x				40
3. Meet budget requirements for FY95 and continually look for effective ways to reduce costs.		10%			x			30
4. Support the TVAN standardization effort by providing review of standardization documents and involvement in process reviews as required.		10%			x			30
5. Visit the sites on a routine basis and exhibit a high level of support for the activities at the sites.								
6. Maintain emphasis on the principal responsibilities of Operations Services: • Programmatic activities • Long-standing problems • Industry initiatives • Standardization/benchmarking		10%		x				40
TVA 4535 (GG 1-93) [2-93] 2 1108G		Performance Objectives = 70 Percent of Total Weight			Subtotal			170

AF000722

PERFORMANCE
OBJECTIVES

PERFORMANCE OBJECTIVES	PERFORMANCE SUMMARY	WEIGHT X	EXPECTATIONS				TOTAL
			4 EXCEEDS	3 MEETS	2 MEETS SOME	1 UNACCEPTABLE	
Establish specific results or goals that this employee is expected to achieve during this rating period. (Additional pages may be used as necessary).	Review performance against each objective. Discuss results achieved, areas of success, and improvements needed. Cite examples where appropriate below. Then mark (X) in the column on the right which best describes the employee's performance.						
7. Maintain a high level of productivity and effectiveness in all areas of Radcon. Works aggressively to instill a competitive spirit and to recognize that we must continuously evaluate our resources to be the best we can be.		5%	x				20
8. Support professionally the functions of the WBN and BFN NSRB sub-committee responsibilities.		5%	x				20
9. Resolve the interface problems with the Resource Group.		5%	x				20
10. Pursue a high level of technical capability by personal development and attendance at appropriate conferences/meetings.		5%		x			15

AF000723

PERFORMANCE BEHAVIORS

BEHAVIORS	PERFORMANCE SUMMARY	* W E I G H T %	X	EXPECTATIONS				T O T A L
				4 E X C E E D S	3 M E E T S	2 M E E T S S O M E	1 U N A C C E P T A B L E	
These behaviors come directly from TVA's workforce mission. Employee and supervisor jointly decide which of these behaviors specifically apply for the review period. Choose up to six behaviors, with no behavior receiving a weight of less than 5.	Review performance against each behavior. Discuss results achieved, areas of success, and improvements needed. Cite examples where appropriate below. Then mark (X) in the column on the right which best describes the employee's performance.							
1. High Performance Sets clear goals for self and others; includes the needs of customers in setting these goals; shows persistence and dependability in accomplishing goals; looks for ways to make projects successful rather than finding reasons for failure; takes personal responsibility for ensuring results are achieved.		5%		x				20
2. Teamwork Shows a team orientation by placing team goals over individual goals; effectively communicates information needed for task completion; contributes actively to group projects and meetings; develops positive and productive relationships with other team members; works to turn conflict into "win-win" situations; looks for shared goals with other workgroups.		5%		x				20
3. Continuous Improvement Determines customer expectations; identifies strengths and weaknesses in present work methods; uses Quality problem-solving tools and techniques to develop new and more effective methods; creates a non-blaming atmosphere while exploring past mistakes and future methods changes; evaluates continuous improvement for self, suppliers, and customers by: determining performance benchmarks, setting explicit, measurable goals, and measuring progress toward goals.		5%			x			15
Total								55

TVA 4535 (GG 1-93) [2-93] 4

AF000724

PERFORMANCE BEHAVIORS

BEHAVIORS	PERFORMANCE SUMMARY	* WEIGHT %	X	EXPECTATIONS				TOTAL
				4 EXCEEDS	3 MEETS	2 MEETS SOME	1 UNACCEPTABLE	
These behaviors come directly from TVA's workforce mission. Employee and supervisor jointly decide which of these behaviors specifically apply for the review period. Choose up to six behaviors, with no behavior receiving a weight of less than 5.	Review performance against each behavior. Discuss results achieved, areas of success, and improvements needed. Cite examples where appropriate below. Then mark (X) in the column on the right which best describes the employee's performance.							
4. Coaching and Developing		5%			X			15
Sets clear performance expectations with each employee; provides ongoing feedback; works with employees to prepare individual development plans; provides support and resources for implementation of development plans; evaluates performance based on established expectations.								
5. Leadership		5%		X				20
Consistently communicates a clear direction for the workgroup; gains commitment and participation by modeling actions necessary to accomplish the direction; implements an organizational or cultural change that gives action to organizational vision; recognizes and rewards others for their contributions.								
6. Planning and Organizing		5%				X		15
Sets goals and develops strategies for meeting goals.								
*Performance Behaviors = 30 Percent of Total Weight								Total 50

FORMULA	OVERALL PERFORMANCE	RATING			
Objectives Rating Total = 245		EXCEEDS	MEETS	MEETS SOME	UNACCEPTABLE
Behaviors Rating Total = 105		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Overall Rating Total = 350 Divided by 100 = 3.50		4/3.6	3.5/2.6	2.5/2.0	1.9 and Below

STRENGTHS/DEVELOPMENTAL NEEDS (To be completed by supervisor with employee input.)

Overall Strengths:	Excellent background in both education and experience. Knows TVA systems and processes well. He is well connected in the industry and draws on other operating experience to improve TVAN Radcon performance.
Overall Dev. Needs:	Continue to follow new methods & techniques within the industry relative to Radcon. Expand his input to areas outside the Radcon arena. I believe he can take on more responsibility in the chemistry and environmental area as well as training and other technical expertise.

CAREER OBJECTIVES (0 - 3 years)

Employee's stated Career Objectives: (Priority order)

(1) Radcon Chemistry Manager (3) _____

(2) Operations Support General Manager (4) _____

INDIVIDUAL DEVELOPMENT PLAN

AREAS FOR DEVELOPMENT List specific knowledges, skills, and behaviors to be developed. Indicate areas of current performance which need to be developed with an asterisk (*).	ACTION List steps which can and will be taken to address these development needs.	TARGET DATE FOR COMPLETION (12-18 mo.)	COMPLETION (X)
1. Continue to develop technical capabilities.	1) Attend PEP courses at the Annual Health Physics Society Meeting 2) Take a technical course in radwaste	July 1995 September 1995	
2. Increase ability to make timely decisions regarding employees.	Take a management skills course in managing employees	September 1995	
3. Negotiations	Take a course in the art of negotiations	September 1995	

AF000726

OVERALL SUMMARY OF PERFORMANCE:

Performance has been excellent throughout FY 95. Wilson has dealt with many changing priorities and handled these well in utilization of resources both in manpower and dollars. He has contributed significantly to the standardization effort and been heavily involved in resolving problems. Examples are REX errors, consolidation of TLD facilities, interface with resource group and SCAR resolution. He had demonstrated good leadership, sets an excellent example, and always looks for a quality product.

EMPLOYEE ACKNOWLEDGEMENT: (My signature means that I have been advised of my performance)

Employee's Comments: _____

EMPLOYEE SIGNATURE:

Wilson C. McArthur

DATE:

1/16/96

APPROVALS:

SUPERVISOR SIGNATURE:

J. M. Smith

DATE:

1/17/96

ER&D REVIEW:

Don B. Farley

DATE:

1/17/96

NEXT LEVEL SUPERVISOR
REVIEW AND ENDORSEMENT:

DATE:

AF000727

QUARTERLY REPORT OF INDIVIDUAL TRAINING
FROM 04/01/1995 TO 06/30/1995

220415

NAME: WILSON C MCARTHUR
SSH: [REDACTED]
ORG: BOARD CII MJC PW OFMUC OPERS OPS SUPP
SCH/ORD: H SR
JOB TITLE: MGR

TRAINING INSTITUTION/ COURSE TITLE	COMPLETION DATE	COLLEGE MAJOR/ CLASS HRS	REASON/ COURSE ID	CATEGORY	ACTIVITY
HIV/AIDS IN THE WORKPLACE	04/12/95	000	MANDATORY W1ST028	00	

AF000728

nt Date: 2/17/98

P H R REPORT
HR Actions Processed, from 10/01/97 to 12/31/97

Name: MCARTHUR, WILSON C
SSN: [REDACTED] Carrier-
Current Status: Active Employee
Sch/Gr: M SR
Job Title: MGR
Organization: CH NUC FW ENGG&TEC S RAD/CH SVS

ective	Action	Action	Job										
Date	Seq	Date	End-Date	Action Reason	Code	Job Title	Sch/Gr/Step	Pay	ERC	F/P	Tenure Code	Official Code	Statio City
7-06-30	0	1997-11-14		DIA MNT	2186	MGR	M SR	115000	SPA	F	P	TN 0400	CHATT

Dept ID / Levels: C620600000 CH NUC FW ENGG&TEC S
Previous: C611200000 CH NUC FW NUC OPERS OPS SUPP

AF000729

CTS REPORT
Individual Training, from 01/01/98 to 01/31/98

Name: MCRIER, WILSON C
SSN: [REDACTED]
Current Status: Active Employee
Sch/Gr: M SR
Job Title: MGR
Organization: CHNUC HW ENGINEERS

Carrier-ID: 220415

RD/CHSUS

Course Description	Completion End-Date	Hours	Training Institution	Class Course-ID		Purpose	Process Date
R 7-----3 DAY WORKSHOP	05/01/1997	24	TWAS/NEIS TRAINING SYSTEM	RD777	00	Mandatory	01/03/1998
MAINTAINING ENVIRONMENTAL QUALITY	12/01/1997	2	TWAS/NEIS TRAINING SYSTEM	EEF706.001	00	Mandatory	01/03/1998

AF000730

22/07/1997

CORPORATE TRAINING SYSTEM

PAGE: 001

QUARTERLY REPORT OF INDIVIDUAL TRAINING
FROM 01/01/1997 TO 02/28/1997

220415

NAME: NITSON, C MCCHLR
 SSN: [REDACTED]
 ORG: BOPC GE NUC PW CENUC OPERS CES SUPP
 SCH/GRD: M SR
 JOB TITLE: MGR

TRAINING INSTITUTION/ COURSE TITLE	COMPLETION DATE	COLLEGE MAJOR/ CLASS HRS	PERSON/ COURSE ID	CATEGORY	ACTIVITY
TVA/NEIS TRAINING SYSTEM ANNUAL TWRN TSM CONFERENCE	06/28/96	012	MANDATORY EL5002.600	00	OTHER
TVA/NEIS TRAINING SYSTEM TWRN MANAGEMENT TSM CONFERENCE	12/13/96	012	MANDATORY EL5090	00	OTHER

AF0000731

CTS REPORT

Individual Training, from 04/01/98 to 04/30/98

Name: MARGHER, WILSON C

Carrier-ID: 220415

SSN: [REDACTED]

Current Status: Active Employee

Sch/Gr: M SR

Job Title: MER

Organization: CCO CH NUC BW ENGINEERS HFD/CH SUS

se Description	Completion End-Date	Hours	Training Institution	Class Course-ID	Purpose	Process Date
INEL POLICIES & PROCEDURE	10/27/1997	4	TAS/NEIS TRAINING SYSTEM	HFD073.001	CO	Mandatory

AF000732

CTS REPORT

Individual Training, from 05/01/98 to 05/31/98

Name: MCARTHUR, WILSON C

Carrier-ID: 220415

SSN: [REDACTED]

Current Status: Active Employee

Sch/Gr: M SR

Job Title: MGR

Organization: CDD CH NUC PW ENGINEER S RD/CH SVS

Use Description	Completion	Hours	Training Institution	Class		Purpose	Process Date
	End-Date			Course-ID			
Q3 PLAN INFORMATION FOR CU	02/10/1998	1	TVAS/NETS TRAINING SYSTEM	HF0060.005	00	Mandatory	05/02/1998
FORMAL REFRESHER	03/05/1998	8	TVAS/NETS TRAINING SYSTEM	FG-ENG007	00	Mandatory	05/02/1998

AF000733

01/28/1997

CORPORATE TRAINING SYSTEM

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CURRENTLY PERFORMING INDIVIDUAL TRAINING
FROM 04/01/1996 TO 06/30/1996

220415

NAME: WILSON C MCARTHUR
 SSN: [REDACTED]
 ORG: [REDACTED] CH NUC ENCLIC OPERS OPS SUPP
 SCH/GDC: M SR
 JOB TITLE: MGR

TRAINING INSTITUTION/ COURSE TITLE	COMPLETION DATE	COURSE MAJOR/ CLASS HRS	PERSON/ COURSE ID	CATEGORY	ACTIVITY
WACCS BRN NUCLEAR BEAT FLYBY ACCESS TRAINING-SITE	04/25/96	000	MAJORITY BATT10 00	INTERNAL TRAINING	OTHER

AF000734

CTIS REPORT
Individual Training, from 03/01/97 to 06/30/97

Name: MCFCHR, WILSON C
SSN: [REDACTED]
Current Status: Active Employee
Sch/Gc: M SR
Job Title: MGR
Organization: CH NUC BW NUC CEFS CES SUP RFD CHEM

Carrier-ID: 220415

Course Description	Completion End-Date	Hours	Training Institution	Class Course-ID		Purpose	Process Date
ATION WORKER TRAINING	06/27/1996	8	NUCLEAR TRAINING - CHATEAUGUA	FW010	00	Mandatory	06/07/1997
: A NEW BUSINESS ERA	03/17/1997	4	TPAS/NETS TRAINING SYSTEM	HS024	00	Mandatory	04/05/1997
DEGREE FEEDBACK COURSE/MD	05/28/1997	2	TPAS/NETS TRAINING SYSTEM	HR0705	00	Mandatory	06/07/1997
ING PERFORMANCE SKILL	05/29/1997	4	TPAS/NETS TRAINING SYSTEM	HR0706	00	Mandatory	06/07/1997

AF000735

12/16/1995

CORPORATE TRAINING SYSTEM

PAGE 001

QUARTERLY REPORT OF INDIVIDUAL TRAINING
FROM 07/01/1995 TO 09/30/1995

220413

NAME: WILSON, C. MURCHER
 SSN: [REDACTED]
 ORG: EDRD GE NUC PW CIVIC OPERS OPS SUPP
 SCH/GCD: M SR
 JOB TITLE: MGR

TRAINING INSTRUCTION/ COURSE TITLE	COMPLETION DATE	COURSE MAJOR/ CLASS HRS	PERSON/ COURSE ID	CATEGORY	ACTIVITY
HEALTH & SAFETY HEALTH AND SAFETY CONFERENCE	09/27/95	016	SKILLS ENHANCEMENT T1161A	OTHER	OTHER
SEQUOIA NUCLEAR PLANT EMPLOYEE SAFETY HANDBOOK (CR)	06/02/95	003	MANDATORY E51001.000	02	
NUCLEAR EMPLOYEE TRAINING SYS FITNESS FOR DUTY EMPLOYEE T	06/12/95	001	MANDATORY E51002.000	00	
NUCLEAR EMPLOYEE TRAINING SYS TOTAL QUALITY AT TVA-ORIENT	06/21/95	001	MANDATORY T10225	00	
NUCLEAR EMPLOYEE TRAINING SYS SUPPORTING TEAMS WORKSHOP (06/22/95	016	MANDATORY T10110.001	00	
NUCLEAR EMPLOYEE TRAINING SYS SSR - SEN FADON EST CRT 1	06/23/95	002	MANDATORY GE1201.000	00	
NUCLEAR EMPLOYEE TRAINING SYS CROSBY I REPAIRING RADIO	06/23/95	002	MANDATORY GE1013.000	00	
NUCLEAR EMPLOYEE TRAINING SYS NUCLEAR INDUSTRIAL (RETRAIN	06/27/95	002	MANDATORY GE1011.000	00	
NUCLEAR EMPLOYEE TRAINING SYS SEN NON-FADON SITE SPECIFIC	06/27/95	002	MANDATORY GE1200.000	00	
BEAUS FERRY NUCLEAR SITE SSR - SEN FADON EST CRT 2	06/27/95	000	MANDATORY GE1002.000	00	
BEAUS FERRY NUCLEAR SITE UNIT SEPARATION - (VIDEO)	06/27/95	000	MANDATORY SST122.000	00	
BEAUS FERRY NUCLEAR SITE SEN NON-FADON SITE SPECIFIC	06/27/95	000	MANDATORY GE1000.000	00	
TASACIES TRAINING SEMINAR THE NEW COMPETITIVE ENVIRONMENT	08/16/95	012	MANDATORY E15002	00 OTHER	OTHER

AF000736

QUARTERLY RECORD OF INDIVIDUAL TRAINING
 FROM: 07/01/1996 TO 09/30/1996

22015

 NAME: WILSON, C. MORTIMER
 SSN: [REDACTED]
 OFC: BOARD CH: NUC PW GENIC OPERS OPS SUPP
 SCH/GRD: M SR
 JOB TITLE: MGR

TRAINING INSTITUTION/ COURSE TITLE	COMPLETION DATE	COURSE MAJOR/ CLASS HRS	REASON/ COURSE ID	CATEGORY	ACTIVITY	
NUCLEAR TRAINING - GASTRACOG FITNESS FOR DUTY - ALL TWIN	06/24/96	002	MANDATORY FF210	00	INTERVAL TRAINING	OTHER
NUCLEAR TRAINING - GASTRACOG SON NON-PROTON SITE SPECIFIC	06/24/96	002	MANDATORY GE200.000	00	INTERVAL TRAINING	OTHER
NUCLEAR TRAINING - GASTRACOG NUCLEAR INDUSTRIAL (GEPRAIN)	06/24/96	002	MANDATORY GE211.000	00	INTERVAL TRAINING	OTHER
WATTS BR NUCLEAR PLANT PLANT ACCESS TRAINING-SITE	06/27/96	000	MANDATORY R210	00	INTERVAL TRAINING	OTHER
BROWN'S FERRY NUCLEAR SITE RADIATION WORKER TRAINING-S	06/27/96	000	MANDATORY R210	00	INTERVAL TRAINING	OTHER
BROWN'S FERRY NUCLEAR SITE PLANT ACCESS TRAINING-SITE	06/27/96	000	MANDATORY R210	00	INTERVAL TRAINING	OTHER
WATTS BR NUCLEAR PLANT RADIATION WORKER TRAINING-S	06/27/96	000	MANDATORY R210	00	INTERVAL TRAINING	OTHER
SECUCOGH NUCLEAR PLANT SSR - SON PROTON SST GFC 2	06/27/96	000	MANDATORY GE202.000	00	INTERVAL TRAINING	OTHER

AF000737

CTS REPORT

Individual Training, from 07/01/97 to 09/30/97

Name: MATHUR, WILSON C

Carrier-ID: 220415

SSN: [REDACTED]

Current Status: Active Employee

Sch/Gr: M SR

Job Title: MR

Organization: CH NUC EN ENGINEER S

RFD/CH SUS

se Description	Completion End-Date	Hours	Training Institution	Class Course-ID		Purpose	Process Date
ESS FOR DUTY - ALL TMAN EM	06/18/1997	2	NUCLEAR TRAINING - CHPTA002A	EPD010	00	Mandatory	07/05/1997
I ACCESS TRAINING**SITE SP	06/20/1997	2	SEQUOIA NUCLEAR PLANT	EPD210	00	Mandatory	07/05/1997
I ACCESS TRAINING***SY-PA	06/20/1997	2	NUCLEAR TRAINING - CHPTA002A	EPD10EP	00	Mandatory	07/05/1997
ATION WORKER TRAINING-SITE	06/20/1997		WRETS BR NUCLEAR PLANT	FWP310	00	Mandatory	07/05/1997
I ACCESS TRAINING**SITE SP	06/20/1997		WRETS BR NUCLEAR PLANT	FWP310	00	Mandatory	07/05/1997
I ACCESS TRAINING**SITE SP	06/20/1997		HOWS BERRY NUCLEAR SITE	FWP110	00	Mandatory	07/05/1997
* --- RER TRAINING-SITE	06/20/1997		HOWS BERRY NUCLEAR SITE	FWP110	00	Mandatory	07/05/1997
PL... WORKER TRAINING BY-2	06/20/1997	2	HOWS BERRY NUCLEAR SITE	FWP10EP	00	Mandatory	07/05/1997
ATION WORKER TRAINING-SITE	06/20/1997		SEQUOIA NUCLEAR PLANT	FWP210	00	Mandatory	07/05/1997

AF000738

CTS RECRIT
Individual Training, from 10/01/97 to 12/31/97

Name: MARCHER, WILSON C
SSN: [REDACTED]
Current Status: Active Employee
Sch/Gr: M SR
Job Title: MR
Organization: CHNCC EW ENGINEERS RD/CHSWS

Carrier-ID: 220415

Course Description	Completion	Hours	Training	Class		Purpose	Process Date
	End-Date		Institution	Course-ID			
LEAD ETHICS TRAINING 1997	10/30/1997	1	TVAS/NEIS TRAINING SYSTEM	HFC054.002	00	Mandatory	12/06/1997

Personal History Record of
Wilson C. McArthur -
Exhibit A to Declaration of
Alice L. Greene

AF000740