

UNITED STATES OF AMERICA  
NUCLEAR REGULATORY COMMISSION  
ATOMIC SAFETY AND LICENSING BOARD

IN THE MATTER OF	)	Docket Nos. 50-390-CivP;
	)	50-327-CivP; 50-328-CivP;
TENNESSEE VALLEY AUTHORITY	)	50-259-CivP; 50-260-CivP;
	)	50-296-CivP
	)	
(Watts Bar Nuclear Plant, Unit 1;	)	ASLBP No. 01-791-01-CivP
Sequoyah Nuclear Plant, Units 1 & 2;	)	
Browns Ferry Nuclear Plant,	)	EA 99-234
Units 1, 2, & 3)	)	

**TVA Exhibit 94**

TVA Exhibit 94 contains memorandums notifying more than 150 employees in the corporate TVAN office that their jobs are no longer needed and of their option to resign or to be assigned to TVAS or CTS. All but eight of the memorandums are dated August 30, 1996, as was the memorandum addressed to Fiser, which is included in the exhibit and is marked with Bates No. EH 216. The memorandum to Fiser is substantially the same as the memorandums addressed to other employees. Generally, the drafts of the retention registers used to determine which employees to assign to TVAS or CTS are included in TVA Exhibit 93.

August 30, 1996

WILLIAM FRED ADCOCK, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

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

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

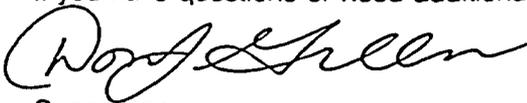
- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

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

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

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

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

  
Supervisor

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

TVA Exh. 94

EI000156

CLEARING HOUSE COMMISSION

Case No. \_\_\_\_\_ Official Exh. No. TVA 94

In the matter of TVA

\_\_\_\_\_ IDENTIFIED

\_\_\_\_\_ RECEIVED

\_\_\_\_\_ REJECTED \_\_\_\_\_

\_\_\_\_\_ WITHDRAWN \_\_\_\_\_

9-12-02 Witness Fogleman

R. AAVIS

DOCKETED  
USNRC



2003 MAR 10 PM 12:59

OFFICE OF THE SECRETARY  
ROLLMAKINGS AND  
ADJUDICATIONS STAFF

August 30, 1996

KENNETH A ABERNATHY, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain NUCLEAR INSPECTOR , SE 06, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

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

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

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

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

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

  
Supervisor

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

EH000157

August 30, 1996

DENNIS L ALLEN, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain QUAL ASSURANCE SPEC, SD 04, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

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

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

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

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

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

  
Supervisor

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

EH000163

August 30, 1996

RALPH G. ANDERSON, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain ELEC ENGR (PROCUREMENT), SC-4, at CHATTANOOGA, TVA Nuclear, will not be required to support our future business needs. Since you currently occupy this position, you have the following options available to you:

#### Option 1 – Exercise Your Reassignment Rights:

Since you have reassignment rights to ELEC ENGR, SC-3, at CHATTANOOGA, TVA Nuclear, and such a position is available, please notify me in writing by September 9 of your decision to exercise your reassignment rights. Should you decide to exercise these rights, you are to report to your new position effective October 1, 1996.

#### Option 2 – Resign Your TVA Employment:

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

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

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

#### Option 3 – Be Assigned to TVA Services (TVAS):

Should you choose not to elect either Option 1 or 2, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

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

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

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

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

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

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

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services WT 3D-K

E11000159

August 30, 1996

EHSSANOLLAH F ARMAN, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain CIVIL ENGR, SC 04, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
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Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. (*Note: Please use attached Resignation Form if you elect this option.*)

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

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

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

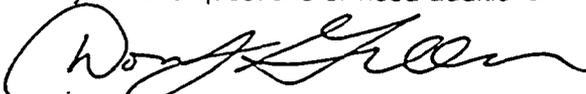
- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

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

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

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

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

  
Supervisor

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

EH000170

August 30, 1996

DENNIS W BAILEY, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain NUCLEAR INSPECTOR , SE 06, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
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#### *Option 2 - Be Assigned to TVA Services (TVAS):*

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

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

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

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

  
Supervisor

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

EH000171

August 30, 1996

PATRICIA B BARBER , 

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain SECTY, SB 04, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
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#### *Option 2 - Be Assigned to TVA Services (TVAS):*

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

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

*Kenneth E. Smith* for *William R. Hamm*  
Supervisor

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

E11000172

August 30, 1996

BILLY J BATES [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain SPECIALIST, M 07, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
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#### *Option 2 - Be Assigned to TVA Services (TVAS):*

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

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Supervisor

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

E11000173

August 30, 1996

JAMES E BEACH JR, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain QUAL ASSURANCE SPEC, SD 03, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

  
Supervisor

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

EH000174

August 30, 1996

GARY L BELEW , [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain MECHL ENGR, SC 04, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

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

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

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

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



Supervisor

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

E11000175

August 30, 1996

GARY S BOLES , [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain SPECIALIST, M 09, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

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

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

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

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

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

  
Supervisor

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

EH000176

August 30, 1996

CARLA A BORRELLI, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain NCLR ENGR, SC 04, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

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

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

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

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

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

  
Supervisor

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

EH000177

August 30, 1996

GAIL R BOWEN , [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain SECTY, SB 04, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

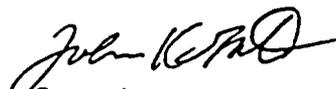
- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

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

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

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

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

  
Supervisor

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

EH000178

January 6, 1997

James E. Boyles, [REDACTED]

**ASSIGNMENT TO TVA CAREER TRANSITION SERVICES (CTS)**

This letter supersedes the December 2, 1996 letter of assignment to CTS. Based on organizational changes in TVA Nuclear Human Resources, your current position of Human Resource Manager, PG-09, Chattanooga, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

**Option 1 – Resign Your TVA Employment:**

If you choose to resign your TVA employment and leave the payroll by close of business February 14, 1997, you will receive:

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

In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. (Note: Please use attached Resignation Form if you elect this option.)

**Option 2 – Be Assigned to TVA CTS:**

Should you choose not to elect Option 1, you will be assigned to CTS and are to report to CTS on February 17. You will be informed of the specific CTS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

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

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

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

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

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

If you have questions or need additional information, please contact me.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
Central Payroll, WT 5D-K  
TVA CTS, ET 6B-K

EH000179

August 30, 1996

JAMES WILLIAM BRISCOE, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain MGR, M 10, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

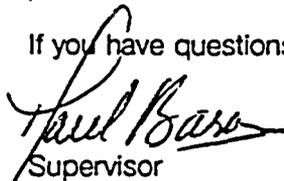
- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

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

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

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

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

  
Supervisor

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

EH000160

August 30, 1996

SANDRA L BROWN, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain COMMUNICATION SPEC, SA 04, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

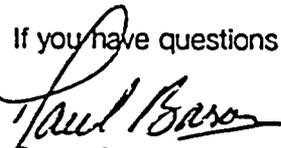
- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

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

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

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

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

  
Supervisor

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

EH000181

August 30, 1996

KENNETH A BRUNE, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain ENGR SPEC, M 07, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

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

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

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

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

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

  
Supervisor

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

EH0001S2

August 30, 1996

GENE M BULLINGTON , [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain NUCLEAR INSPECTOR , SE 06, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

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

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

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

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

  
Supervisor

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

EH0001S3

May 30, 1997

James P. Campbell, [REDACTED]

#### ASSIGNMENT TO TVA CAREER TRANSITION SERVICES (CTS)

Based on organizational changes and current workforce projections, some positions in our organization including certain Program Manager, PG-08, Chattanooga, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

##### Option 1 – Resign Your TVA Employment:

If you choose to resign your TVA employment and leave the payroll by close of business on June 30, 1997, you will receive:

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

In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. (Note: Please use attached Resignation Form if you elect this option.)

##### Option 2 – Be Assigned to TVA CTS:

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

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

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

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

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

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

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

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
Central Payroll, WT 5D-K  
TVA CTS, ET 6B-K  
Personnel Microrecords, ET 6B-K

E11000184

August 30, 1996

ANTHONY P CAPOZZI , [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain EMP CONC SITE REP , M 09, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

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

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

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

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

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

*M. R. Harding*  
Supervisor

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

EH000185

August 30, 1996

CHRISTOPHER CAREY, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain ENGR SPEC, M 07, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 – Resign Your TVA Employment:*

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

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

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

#### *Option 2 – Be Assigned to TVA Services (TVAS):*

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

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

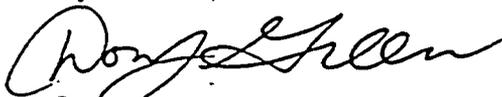
- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

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

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

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

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

  
Supervisor

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

EH000186

August 30, 1996

WILLIE E CARVER [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain NUCLEAR INSPECTOR , SE 06, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
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#### *Option 2 - Be Assigned to TVA Services (TVAS):*

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

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

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

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

  
Supervisor

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

EH000187

August 30, 1996

WILLIAM D CARSON, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain CIVIL ENGR, SC 04, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
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#### *Option 2 - Be Assigned to TVA Services (TVAS):*

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

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- Will provide work within a 60-mile radius of your current official station.

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

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

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

  
Supervisor

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

EH000188

August 30, 1996

CHARLES O COFFMAN [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain NUCLEAR INSPECTOR , SE 06, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
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#### *Option 2 - Be Assigned to TVA Services (TVAS):*

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

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- Will provide work within a 60-mile radius of your current official station.

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

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

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

  
Supervisor

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

E110001S9

August 30, 1996

BILLY H COKER, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain COORDINATOR , M 06, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
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#### *Option 2 - Be Assigned to TVA Services (TVAS):*

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

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

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

  
Supervisor

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

EH000130

August 30, 1996

KEVIN M COOPER, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain NUCLEAR INSPECTOR , SE 06, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
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#### *Option 2 - Be Assigned to TVA Services (TVAS):*

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

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- Will pay 80% of your current salary, and
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- Will pay 80% of your current salary, and
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If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

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

EH000191

August 30, 1996

ROGER D COOPER, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain NUCLEAR INSPECTOR , SE 06, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
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#### *Option 2 - Be Assigned to TVA Services (TVAS):*

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

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

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

  
Supervisor

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

EH000192

August 30, 1996

PATRICIA G CRITTENDEN [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain NUCLEAR INSPECTOR , SE 06, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
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#### *Option 2 - Be Assigned to TVA Services (TVAS):*

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

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

  
Supervisor

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

EHO00193

August 30, 1996

EDWARD A CRAIGGE, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain SAFETY SPECIALIST , M 06, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
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Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

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Supervisor

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

EH000194

August 30, 1996

JOHN F CRAVER , [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain NUCLEAR INSPECTOR , SE 06, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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



Supervisor

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

EH000195

August 30, 1996

THOMAS A CROW, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain REHAB(MAINT MECH) , TB, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you currently occupy this position, you are being assigned to TVA Services (TVAS) and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of fiscal year 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

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

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

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

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

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

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



Supervisor

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

EH000196

August 30, 1996

STEVEN K CROWE, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain ENGR SPEC, M 07, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

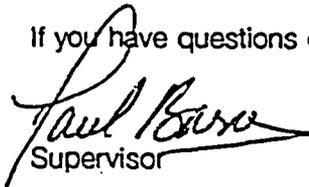
- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

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

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

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

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

  
Supervisor

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

EH000197

August 30, 1996

DENNIS E CURTLEY, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain SPECIALIST, M 09, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

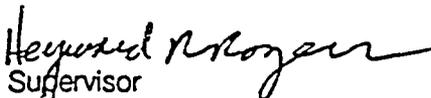
- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

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

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

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

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

  
Supervisor

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

E11000198

August 30, 1996

MELVIN B DANDY, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain QUAL ASSURANCE SPEC, SD 02, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

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

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

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

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

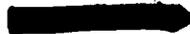
If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

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

EH000199

August 30, 1996

LARRY R DAUGHERTY , 

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain CLK-FILING, SB 02, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

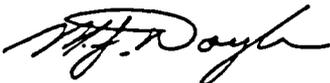
- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

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

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

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

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



Supervisor

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

E11000250

August 30, 1996

BILLY D DAVIS, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain ENGG ASSOC-MECH, SE 06, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 – Resign Your TVA Employment:*

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

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

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

#### *Option 2 – Be Assigned to TVA Services (TVAS):*

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

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

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

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

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

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

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

  
Supervisor

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

EH000201

August 30, 1996

CHARLES R DAVIS, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

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

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

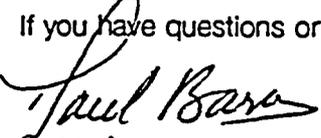
- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

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

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

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

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

  
Supervisor

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

E11000202

August 30, 1996

WILBUR T DEERING, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain NUCLEAR INSPECTOR , SE 06, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

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

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

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

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

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

  
Supervisor

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

E11000203

August 30, 1996

MICHAEL D DESRUISSEAUX , [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain ENGG AIDE-NCLR, SE 03, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

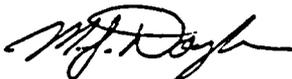
- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

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

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

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

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



Supervisor

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

EH000234

May 30, 1997

Lawrence B. Durham, [REDACTED]

#### ASSIGNMENT TO TVA CAREER TRANSITION SERVICES (CTS)

Based on organizational changes and current workforce projections, some positions in our organization including certain Manager, PG-SR, Chattanooga, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

##### Option 1 – Resign Your TVA Employment:

If you choose to resign your TVA employment and leave the payroll by close of business on June 30, 1997, you will receive:

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

In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. (Note: Please use attached Resignation Form if you elect this option.)

##### Option 2 – Be Assigned to TVA CTS:

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

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

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

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

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

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

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

*JAM Smith*

Supervisor

cc: J. E. Boyles, LP 3A-C  
Central Payroll, WT 5D-K  
TVA CTS, ET 6B-K  
Personnel Microrecords, ET 6B-K

EH000295

August 30, 1996

RICHARD B DUTTON, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain CLERK, SB 03, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

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

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

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

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

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



Supervisor

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

EH000206

August 30, 1996

CLAUDIA G DYAR, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain PROGRAM ADM , SD 03, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 – Resign Your TVA Employment:*

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

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

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

#### *Option 2 – Be Assigned to TVA Services (TVAS):*

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

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

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

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

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

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

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

  
Supervisor

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

EH000207

August 30, 1996

WILLIAM H DYE JR, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain MGR, M 07, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

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

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

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

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

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

  
Supervisor

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

E11000209

December 2, 1996

Ben G. Easley, [REDACTED]

**ASSIGNMENT TO TVA CAREER TRANSITION SERVICES (CTS)**

Based on organizational changes in TVA Nuclear Human Resources, your current position of Human Resource Officer, PG-07, Chattanooga, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

**Option 1 - Resign Your TVA Employment:**

If you choose to resign your TVA employment and leave the payroll by close of business January 3, 1997, you will receive:

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

In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. (Note: Please use attached Resignation Form if you elect this option.)

**Option 2 - Be Assigned to TVA CTS:**

Should you choose not to elect Option 1, you will be assigned to CTS and are to report to CTS on January 6. You will be informed of the specific CTS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

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

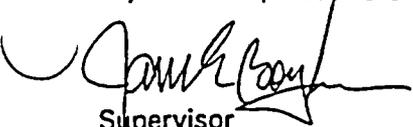
- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

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

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

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

If you have questions or need additional information, please contact me.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
Central Payroll, WT 5D-K  
TVA CTS, ET 6B-K  
Personnel Microrecords, ET 6B-K

EH000200

August 30, 1996

RICHARD J. EDDY, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain PROGRAMMING TECH, SE-3 at WATTS BAR, TVA Nuclear, will not be required to support our future business needs. Since you currently occupy this position, you have the following options available to you:

#### *Option 1 - Exercise Your Reassignment Rights:*

Since you have reassignment rights to CLERK, SB-3 at WATTS BAR, TVA Nuclear, and such a position is available, please notify me in writing by September 9 of your decision to exercise your reassignment rights. Should you decide to exercise these rights, you are to report to your new position effective October 1, 1996.

#### *Option 2 - Resign Your TVA Employment:*

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

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

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

#### *Option 3 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect either Option 1 or 2, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

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

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

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

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

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

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



Supervisor

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

EH000210

August 30, 1996

HUGH D ELKINS JR, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain SPECIALIST, M 07, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

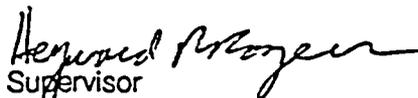
- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

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

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

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

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

  
Supervisor

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

EH000211

August 30, 1996

LONNIE C ELLIS, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain SPECIALIST, M 07, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

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

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

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

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

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

*M. R. Harding*

Supervisor

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

E11000212

August 30, 1996

ROBERT O ENIS , [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain ENGR SPEC, M 07, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

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

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

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

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

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



Supervisor

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

EH000213

August 30, 1996

GREGORY P ENTERLINE, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain OPERATIONS SUPT, M 11, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

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

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

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

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

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



Supervisor

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

EH000214

August 30, 1996

C RICHARD FAVREAU , [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain SPECIALIST, M 09, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

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

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

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

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

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

  
Supervisor

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

E11000215

August 30, 1996

GARY L FISER , [REDACTED]

### ASSIGNMENT TO TVA SERVICES

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

#### Option 1 - Resign Your TVA Employment:

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

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

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

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

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

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

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

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

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

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

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

  
Supervisor

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

EH000216

August 30, 1996

JAMES A FERGERSON , [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain NUCLEAR INSPECTOR , SE 06, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 – Resign Your TVA Employment:*

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

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

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

#### *Option 2 – Be Assigned to TVA Services (TVAS):*

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

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

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

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

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

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

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

  
Supervisor

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

EH000217

August 30, 1996

HENRY L FIELDS, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain ELEC ENGR, SC 04, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

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

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

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

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

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

  
Supervisor

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

E1100021S

August 30, 1996

FAYE RAYE FLOYD, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain PERS SECURITY SPEC, SA 01, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you currently occupy this position, you have the following options available to you:

#### Option 1 – Exercise Your Reassignment Rights:

Since you have reassignment rights to SECRETARY, SB-04, at CHATTANOOGA, TVA Nuclear, and such a position is available, please notify me in writing by September 9 of your decision to exercise your reassignment rights. Should you decide to exercise these rights, you are to report to your new position effective October 1, 1996.

#### Option 2 – Resign Your TVA Employment:

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

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

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

#### Option 3 – Be Assigned to TVA Services (TVAS):

Should you choose not to elect either Option 1 or 2, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

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

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

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

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

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

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

*C. L. Kelley*  
/ae

Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K

EH000210

August 30, 1996

JACKIE L FOSTER, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain CLERK, SB 03, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

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

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

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

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

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



Supervisor

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

E11000220

August 30, 1996

BOBBY E FOX, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain CLK-RECEPTIONIST , SB 02, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

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

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

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

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

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



Supervisor

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

EI000221

August 30, 1996

DAVID G FREYE, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain ELEC ENGR, SC 04, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 – Resign Your TVA Employment:*

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

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

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

#### *Option 2 – Be Assigned to TVA Services (TVAS):*

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

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

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

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

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

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

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

  
Supervisor

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

E11000222

August 30, 1996

DAVID E GATEWOOD, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain NUCLEAR INSPECTOR , SE 06, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

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

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

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

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

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

  
Supervisor

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

EH000223

August 30, 1996

JOHN A GEETER JR. [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain ELEC ENGR, SC 04, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

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

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

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

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

  
Supervisor

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

EH000224

August 30, 1996

KEITH E GIGGY , [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain PROGRAM MGR , M 06, at TVAN CORPORATE; TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

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

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

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

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

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

  
Supervisor

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

EH000225

August 30, 1996

WILLIAM F GILLEN, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

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

#### *Option 1 – Resign Your TVA Employment:*

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

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

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

#### *Option 2 – Be Assigned to TVA Services (TVAS):*

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

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

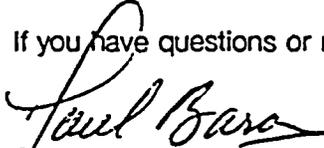
- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

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

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

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

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

  
Supervisor

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

EH000226

February 18, 1997

Ronald L. George, [REDACTED]

**ASSIGNMENT TO TVA CAREER TRANSITION SERVICES (CTS)**

Based on workforce projections, your position as General Manager, PG-SR, at TVA Nuclear Corporate will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

**Option 1 – Resign Your TVA Employment:**

If you choose to resign your TVA employment and leave the payroll by close of business February 28, 1997, you will receive:

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

In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. (Note: Please use attached Resignation Form if you elect this option.)

**Option 2 – Be Assigned to TVA CTS:**

Should you choose not to elect Option 1, you will be assigned to CTS and are to report to CTS on March 3, 1997. You will be informed of the specific CTS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

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

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

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

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

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

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

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
Central Payroll, WT 5D-K  
TVA CTS, ET 6B-K

EI1000227

August 30, 1996

TOMMY D GOLSTON [REDACTED]

### ASSIGNMENT TO TVA SERVICES

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

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

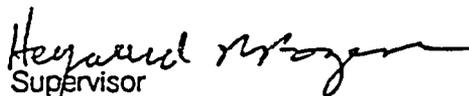
- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

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

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

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

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

  
Supervisor

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

E11000228

August 30, 1996

KEVIN B GREEN [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain LBR REL SPEC , M 07, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

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

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

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

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

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

  
Supervisor

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

EH000229

August 30, 1996

LARRY G GOODWIN, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain ENGG ASSOC-MECH, SE 05, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

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

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

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

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

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



Supervisor

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

EH000230

August 30, 1996

JOSEPH D GRIFFITH [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain QUAL ASSURNCE SPEC, SD 02, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

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

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

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

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

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



Supervisor

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

E11000231

August 30, 1996

LOUISE H GRISHOM, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain SECTY, EB 05, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

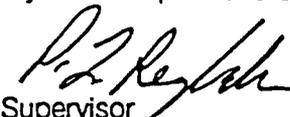
- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

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

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

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

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

  
Supervisor

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

EIH000232

August 30, 1996

DARRYL E HALL , [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain NUCLEAR INSPECTOR , SE 06, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

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

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

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

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

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



Supervisor

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

EH000233

August 30, 1996

ROBERT E HARDAWAY , [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain QUAL ASSURNCE SPEC, SD 04, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

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

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

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

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

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



Supervisor

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

EH000231

August 30, 1996

CLARENCE E HARRIS , [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain NUCLEAR INSPECTOR , SE 06, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

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

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

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

  
Supervisor

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

E11000235

August 30, 1996

RANDALL L HARTWIG [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain NCLR ENGR, SC 04, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

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

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

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

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

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

*Robert R. Calabro*

Supervisor

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

E11000236

August 30, 1996

GARY L HICKS , [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain ENGG AIDE, SE 04, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

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

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

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

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

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



Supervisor

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

E11090237

August 30, 1996

HOWARD D HORTON, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain COMP GRAPHICS TECH, SE 05, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

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

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

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

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

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



Supervisor

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

E11000238

August 30, 1996

ROBERT L HOWARD, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain PROGRAM ADM , SD 04, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 – Resign Your TVA Employment:*

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

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

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

#### *Option 2 – Be Assigned to TVA Services (TVAS):*

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

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

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

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

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

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

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

  
Supervisor

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

EH000230

August 30, 1996

PAUL W HUFFMAN, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain WELDING ENGR , SC 03, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 – Resign Your TVA Employment:*

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

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

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

#### *Option 2 – Be Assigned to TVA Services (TVAS):*

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

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

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

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

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

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

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

  
Supervisor

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

E11000240

August 30, 1996

ANN P HARRIS , [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain SPECIALIST, M 06, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

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- Will provide work within a 60-mile radius of your current official station.

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

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

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

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

  
Supervisor

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

EIH000241

August 30, 1996

E FONDA HARWELL, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

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

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

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

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

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

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

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

*Raymond R. Ronger*  
Supervisor

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

E11000242

August 30, 1996

MICHAEL L HELLUMS , [REDACTED]

### ASSIGNMENT TO TVA SERVICES

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

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

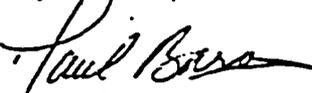
- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

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

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

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

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

  
Supervisor

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

EH000243

August 30, 1996

STEPHEN C HOLTZCLAW, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain SPECIALIST, M 06, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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

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

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

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

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

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

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

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

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

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

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

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

E11000241

August 30, 1996

JOHN J HUGHES III , 

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain MGR, M 09, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. *(Note: Please use attached Resignation Form if you elect this option.)*

#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

E11000245

August 30, 1996

THOMAS G. HUGHES, JR., [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain ELEC ENGR, SC-4 at CHATTANOOGA, TVA Nuclear, will not be required to support our future business needs. Since you currently occupy this position, you have the following options available to you:

#### *Option 1 – Exercise Your Reassignment Rights:*

Since you have reassignment rights to ELEC ENGR, SC-3 at CHATTANOOGA, TVA Nuclear, and such a position is available, please notify me in writing by September 9 of your decision to exercise your reassignment rights. Should you decide to exercise these rights, you are to report to your new position effective October 1, 1996.

#### *Option 2 – Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. (*Note: Please use attached Resignation Form if you elect this option.*)

#### *Option 3 – Be Assigned to TVA Services (TVAS):*

Should you choose not to elect either Option 1 or 2, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.



Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

E11000246

August 30, 1996

CHRIS H HULSEY, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain NUCLEAR INSPECTOR , SE 06, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. (Note: Please use attached Resignation Form if you elect this option.)

#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

EH000247

August 30, 1996

PHRONSIE M HUMPHREY, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain REHAB(AUO), TD, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you currently occupy this position, you are being assigned to TVA Services (TVAS) and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of fiscal year 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.



Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

EH000248

August 30, 1996

DENNIS C HUNT , [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain PROGRAM ADM , SD 03, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. (*Note: Please use attached Resignation Form if you elect this option.*)

#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

EH000240

August 30, 1996

ROGER HUSTON, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain **MANAGER, PG-10**, at TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 – Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. *(Note: Please use attached Resignation Form if you elect this option.)*

#### *Option 2 – Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

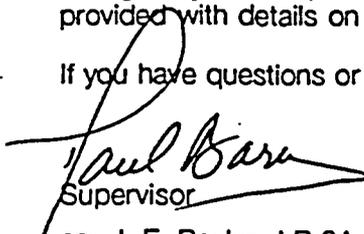
- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

E11000250

August 30, 1996

DOUGLAS L INGLE, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain PROGRAM ADM , SD 04, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. (*Note: Please use attached Resignation Form if you elect this option.*)

#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

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- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

EH000251

August 30, 1996

MARJORIE A JACKSON , [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain NUCLEAR INSPECTOR , SE 06, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. *(Note: Please use attached Resignation Form if you elect this option.)*

#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

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- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

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If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

EH000252

August 30, 1996

ROGER D JACKSON, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain ENGG AIDE-INSTRMTN, SE 03, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 – Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

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#### *Option 2 – Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

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- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.



Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

E11000253

August 30, 1996

DEANNA D JOHNSON, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain SECTY, SB 04, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
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Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. (*Note: Please use attached Resignation Form if you elect this option.*)

#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

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- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

EH000254

August 30, 1996

JAMES E JONES JR, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain PROGRAM ADM , SD 04, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. (*Note: Please use attached Resignation Form if you elect this option.*)

#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

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- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

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If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

E11000255

August 30, 1996

MICHAEL C JONES, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain QUAL ASSURNCE SPEC, SD 03, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
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#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

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If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

E11000256

August 30, 1996

RANDAL KEEL, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain NUCLEAR INSPECTOR , SE 06, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
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#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

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If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

EH000257

August 30, 1996

ROGER A KENT , [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain PROGRAM ADM , SD 03, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. *(Note: Please use attached Resignation Form if you elect this option.)*

#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

E1100025S

August 30, 1996

DAVID H KNIGHT, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain QUAL ASSURANCE ENGR, SC 04, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. *(Note: Please use attached Resignation Form if you elect this option.)*

#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

EII000259

August 30, 1996

B KONSTANTINOVICH , [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain HUMAN RES DEV SPEC, M 07, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. *(Note: Please use attached Resignation Form if you elect this option.)*

#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

E11000260

August 30, 1996

JAMES A. KRIEG [REDACTED]  
ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain PROGRAM ADM, SD-04, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you currently occupy this position, you have the following options available to you:

**Option 1 – Exercise Your Reassignment Rights:**

Since you have reassignment rights to ENGG ASSOC ELEC, SE-06, at CHATTANOOGA, TVA Nuclear, and such a position is available, please notify me in writing by September 9 of your decision to exercise your reassignment rights. Should you decide to exercise these rights, you are to report to your new position effective October 1, 1996.

**Option 2 – Resign Your TVA Employment:**

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. (Note: Please use attached Resignation Form if you elect this option.)

**Option 3 – Be Assigned to TVA Services (TVAS):**

Should you choose not to elect either Option 1 or 2, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6R-K

ELI000261

August 30, 1996

BRADLEY S LACKEY, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain PROGRAM ADM , SD 03, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. *(Note: Please use attached Resignation Form if you elect this option.)*

#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

E11000262

August 30, 1996

JOHN L LOBDELL, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain SUPERVISOR, M 07, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 – Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. *(Note: Please use attached Resignation Form if you elect this option.)*

#### *Option 2 – Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

EH000263

August 30, 1996

JOHNNY M LONG , [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain ENGR SPEC, M 07, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. (*Note: Please use attached Resignation Form if you elect this option.*)

#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

*Robert R. Calabro*

Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

EH000261

August 30, 1996

DAVID W MAHON, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain REHAB(MAINT MECH) , TB, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you currently occupy this position, you are being assigned to TVA Services (TVAS) and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of fiscal year 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.



Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

EH000265

August 30, 1996

NARENDER K MAKHIJANI, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain NUCLEAR INSPECTOR , SE 06, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. *(Note: Please use attached Resignation Form if you elect this option.)*

#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

EHI000256

August 30, 1996

STANLEY M MALONE, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain NUCLEAR INSPECTOR , SE 06, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. *(Note: Please use attached Resignation Form if you elect this option.)*

#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

ELI000287

August 30, 1996

ALBERT E. MANZANO, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain CIVIL ENGR, SC-4 at CHATTANOOGA, TVA Nuclear, will not be required to support our future business needs. Since you currently occupy this position, you have the following options available to you:

#### *Option 1 – Exercise Your Reassignment Rights:*

Since you have reassignment rights to CIVIL ENGR, SC-3 at CHATTANOOGA, TVA Nuclear, and such a position is available, please notify me in writing by September 9 of your decision to exercise your reassignment rights. Should you decide to exercise these rights, you are to report to your new position effective October 1, 1996.

#### *Option 2 – Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. (*Note: Please use attached Resignation Form if you elect this option.*)

#### *Option 3 – Be Assigned to TVA Services (TVAS):*

Should you choose not to elect either Option 1 or 2, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

EH000268

August 30, 1996

PHILLIP K MAY [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain NUCLEAR INSPECTOR , SE 06, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. *(Note: Please use attached Resignation Form if you elect this option.)*

#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

E11000259

August 30, 1996

SUZANNE B MCANENA [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain PROJECT ENGR , M 08, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. *(Note: Please use attached Resignation Form if you elect this option.)*

#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

EH000270

August 30, 1996

B. ILENE MCCLENDON, [REDACTED]  
ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain COMMUNICATIONS SPECIALIST, SA-02, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you currently occupy this position, you have the following options available to you:

**Option 1 – Exercise Your Reassignment Rights:**

Since you have reassignment rights to COMMUNICATIONS SPECIALIST, SA-01, at CHATTANOOGA, TVA Nuclear, and such a position is available, please notify me in writing by September 9 of your decision to exercise your reassignment rights. Should you decide to exercise these rights, you are to report to your new position effective October 1, 1996.

**Option 2 – Resign Your TVA Employment:**

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. (Note: Please use attached Resignation Form if you elect this option.)

**Option 3 – Be Assigned to TVA Services (TVAS):**

Should you choose not to elect either Option 1 or 2, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

EHI000272

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K

August 30, 1996

SYLVIA S MCGHEE, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain PROJECT MANAGER, M 08, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. (*Note: Please use attached Resignation Form if you elect this option.*)

#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

E11000272

October 31, 1996

Richard J. McMahon [REDACTED]

**ASSIGNMENT TO TVA CAREER TRANSITION SERVICES (CTS)**

Based on workforce projections, some positions in our organization including certain Engineering Specialist, PG-07 positions in TVA Nuclear, Chattanooga, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

**Option 1 – Resign Your TVA Employment:**

If you choose to resign your TVA employment and leave the payroll by close of business November 29, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. (Note: Please use attached Resignation Form if you elect this option.)

**Option 2 – Be Assigned to TVA CTS:**

Should you choose not to elect Option 1, you will be assigned to CTS and are to report to CTS on December 2, 1996. You will be informed of the specific CTS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

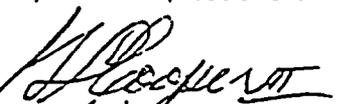
- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to CTS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to CTS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
Central Payroll, WT 5D-K  
TVA CTS FT 6R-K

E11000273

August 30, 1996

BRENDA S MCNISH, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain SECTY, SB 04, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. (*Note: Please use attached Resignation Form if you elect this option.*)

#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

E11000274

August 30, 1996

DAN H MICKLER , [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain NDE SPECIALIST, SC 04, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. *(Note: Please use attached Resignation Form if you elect this option.)*

#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

EH000275

August 30, 1996

KAREN S MILLER, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain CLERK, SB 04, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. (*Note: Please use attached Resignation Form if you elect this option.*)

#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

E11000277

August 30, 1996

LARRY B MINK , [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain QUAL ASSURANCE SPEC, SD 04, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### Option 1 - Resign Your TVA Employment:

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. *(Note: Please use attached Resignation Form if you elect this option.)*

#### Option 2 - Be Assigned to TVA Services (TVAS):

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

E11000276

August 30, 1996

SAMANTHA CARLTON MORRISON, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain SECRETARY, SB 05, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### Option 1 – Resign Your TVA Employment:

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. (Note: Please use attached Resignation Form if you elect this option.)

#### Option 2 – Be Assigned to TVA Services (TVAS):

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.



Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

EH000270

August 30, 1996

DONALD J MROZ , [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain INST ENGR, SC 04, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. (*Note: Please use attached Resignation Form if you elect this option.*)

#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

E11000230

August 30, 1996

JOHN B MYERS , [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain ENGG ASSOC-ELEC, SE 05, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 – Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
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#### *Option 2 – Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

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- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

E11000251

August 30, 1996

DUY T NGUYEN [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain METAL ENGR, SC 04, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### Option 1 - Resign Your TVA Employment:

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
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#### Option 2 - Be Assigned to TVA Services (TVAS):

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

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- Will provide work within a 60-mile radius of your current official station.

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- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

E110002S2

August 30, 1996

DIEDRE B NIDA , [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain SPECIALIST, M 07, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
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- An immediate retirement benefit, at any age, if eligible.

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#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

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- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

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If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

E110002S3

August 30, 1996

THOMAS W NORTHERN , [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain CIVIL ENGR, SC 04, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
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- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. *(Note: Please use attached Resignation Form if you elect this option.)*

#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

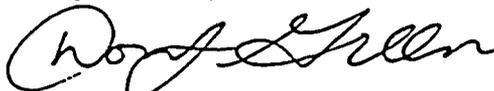
- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

E110002S4

August 30, 1996

MIKEL K PAGE , [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain QUAL ASSURANCE SPEC, SD 03, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. (*Note: Please use attached Resignation Form if you elect this option.*)

#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

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If you have questions or need additional information, please contact your Human Resource Officer.



Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

E110002S5

August 30, 1996

CESAR O PASCUA [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain CIVIL ENGR, SC 04, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
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Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. (*Note: Please use attached Resignation Form if you elect this option.*)

#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

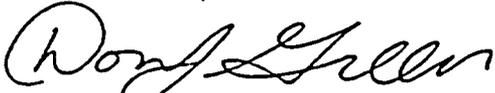
- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

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If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

EH000296

August 30, 1996

VIRENDRA J PATEL, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain MECHL ENGR, SC 04, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. (*Note: Please use attached Resignation Form if you elect this option.*)

#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

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- Will pay 80% of your current salary, and
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If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

E110002S7

August 30, 1996

KENNETH R PHILLIPS , [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain NDE SPECIALIST, SC 04, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
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#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

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If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

E11000298

August 30, 1996

BRENDA J POLLY, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain HLTH PHYSICS TECHN, SE 06, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
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Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

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Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

EH000280

August 30, 1996

JANIE Y. POTTER, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain ACCTG OFF-COST, SA-02, AT TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### Option 1 – Resign Your TVA Employment:

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. (Note: Please use attached Resignation Form if you elect this option.)

#### Option 2 – Be Assigned to TVA Services (TVAS):

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

EH000230

August 30, 1996

CLARENCE R PUCKETT [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain PROGRAM ADM , SD 03, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
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#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

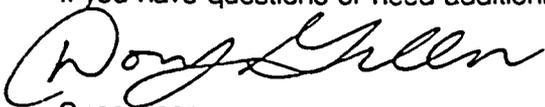
- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

EH000291

August 30, 1996

GEORGIA E RANDOLPH , [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain SECTY, SB 04, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
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#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

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If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

E11000292

August 30, 1996

JAMES H RATCLIFFE [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain PROGRAM ADM , SD 04, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 – Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
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#### *Option 2 – Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

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If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

EHO0029C

August 30, 1996

DEBRA A REASONS [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain PERS SECURITY SPEC, SA 01, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
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If you have questions or need additional information, please contact your Human Resource Officer.

C. L. Kelley  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

E11000294

August 30, 1996

CHARLES E REEVES, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain NUCLEAR INSPECTOR , SE 06, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
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Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

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If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

EH000295

August 30, 1996

JAMES M REEVES, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain NUCLEAR INSPECTOR , SE 06, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
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#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

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- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

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If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

EH000296

August 30, 1996

KATHERINE RICE, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain NUCLEAR INSPECTOR , SE 06, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### **Option 1 - Resign Your TVA Employment:**

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
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#### **Option 2 - Be Assigned to TVA Services (TVAS):**

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

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If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

E11000297

August 30, 1996

Richard H. Roberts, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain Supervisor, M 07, at TVAN Corporate, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### Option 1 – Resign Your TVA Employment:

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
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#### Option 2 – Be Assigned to TVA Services (TVAS):

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

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Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

E11000295

August 30, 1996

CHARLES B RILEY, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain PROGRAM ADM , SD 02, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

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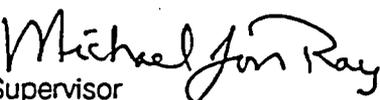
- Will pay 80% of your current salary, and
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Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

E11000290

August 30, 1996

MARK O SANFORD, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain MGR, M SR, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 – Resign Your TVA Employment:*

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- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. *(Note: Please use attached Resignation Form if you elect this option.)*

#### *Option 2 – Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

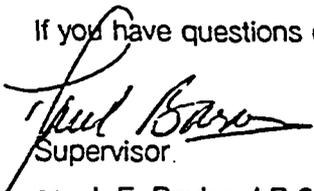
- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor.

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

EH000360

August 30, 1996

DANNY C SCHRIMSHER, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain NUCLEAR INSPECTOR , SE 06, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### **Option 1 - Resign Your TVA Employment:**

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. (*Note: Please use attached Resignation Form if you elect this option.*)

#### **Option 2 - Be Assigned to TVA Services (TVAS):**

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

EH000301

August 30, 1996

ESTON D SHIPP, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain QUAL ASSURANCE SPEC, SD 02, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. (Note: Please use attached Resignation Form if you elect this option.)

#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

EH000302

August 30, 1996

JOSEPH B SMYRL, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain QUAL ASSURNCE SPEC, SD 04, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. (Note: *Please use attached Resignation Form if you elect this option.*)

#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

E11000300

August 30, 1996

MICHAEL D STERZIK , [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain QUAL ASSURANCE SPEC, SD 03, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. *(Note: Please use attached Resignation Form if you elect this option.)*

#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.



Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

211000301

August 30, 1996

HOWARD A STEWART, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain NCLR ENGR, SC 04, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. (*Note: Please use attached Resignation Form if you elect this option.*)

#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

*Robert R. Calabro*

Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

EH060395

August 30, 1996

DAVID L SULLIVAN, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain HUMAN RES DEV SPEC, M 06, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. (*Note: Please use attached Resignation Form if you elect this option.*)

#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

EH000306

August 30, 1996

FRANK Y. SUN, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain CIVIL ENGR (SPECIAL PROJECTS), SC-4 at CHATTANOOGA, TVA Nuclear, will not be required to support our future business needs. Since you currently occupy this position, you have the following options available to you:

#### *Option 1 – Exercise Your Reassignment Rights:*

Since you have reassignment rights to CIVIL ENGR, SC-3 at CHATTANOOGA, TVA Nuclear, and such a position is available, please notify me in writing by September 9 of your decision to exercise your reassignment rights. Should you decide to exercise these rights, you are to report to your new position effective October 1, 1996.

#### *Option 2 – Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. (Note: Please use attached Resignation Form if you elect this option.)

#### *Option 3 – Be Assigned to TVA Services (TVAS):*

Should you choose not to elect either Option 1 or 2, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.



Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

EH000307

August 30, 1996

JOANNE V SWANSON, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain **SPECIALIST, M 09**, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. (*Note: Please use attached Resignation Form if you elect this option.*)

#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

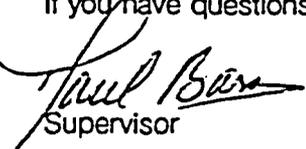
- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

EH000303

August 30, 1996

LIVE E THIGPEN, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain WAREHOUSEMN/DRIVER, TE, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### Option 1 - Resign Your TVA Employment:

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. (Note: Please use attached Resignation Form if you elect this option.)

#### Option 2 - Be Assigned to TVA Services (TVAS):

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

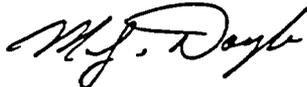
- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.



Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

EH000300

August 30, 1996

M RUTH THOMAS, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain QUAL MGR, M 10, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. *(Note: Please use attached Resignation Form if you elect this option.)*

#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

EH000310

August 30, 1996

STANLEY C THOMAS, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain PROGRAM ADM , SD 04, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. (Note: Please use attached Resignation Form if you elect this option.)

#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

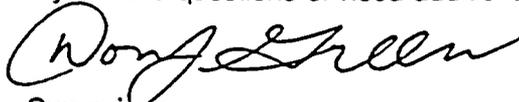
- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

EN000311

August 30, 1996

RALPH E THOMPSON [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain MGR, M 08, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997, at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. *(Note: Please use attached Resignation Form if you elect this option.)*

#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

*C. L. Kelley*  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

EH000312

August 30, 1996

BILLY A THORNTON, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain NUCLEAR INSPECTOR , SE 06, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. *(Note: Please use attached Resignation Form if you elect this option.)*

#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

EH000313

August 30, 1996

JAMES T TURNER, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain NUCLEAR INSPECTOR , SE 06, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. *(Note: Please use attached Resignation Form if you elect this option.)*

#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

EH000311

August 30, 1996

JACK W VARNER JR. [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain NDE SPECIALIST, SC 04, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. (*Note: Please use attached Resignation Form if you elect this option.*)

#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

EH000315

August 30, 1996

RALPH G WALLACE, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain **HLTH PHYSICIST, SC 04**, at **TVAN CORPORATE, TVA Nuclear**, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 – Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. *(Note: Please use attached Resignation Form if you elect this option.)*

#### *Option 2 – Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

EH000316

August 30, 1996

NORMAN S WAMACK, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain METAL ENGR, SC 04, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. (*Note: Please use attached Resignation Form if you elect this option.*)

#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.



Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

EH000317

November 14, 1996

Lawrence E. Warner, [REDACTED]

#### ASSIGNMENT TO TVA CAREER TRANSITION SERVICES (CTS)

Based on workforce projections, some positions in our organization including certain Nuclear Inspector, SE-6, Sequoyah Training Center, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

##### Option 1 – Resign Your TVA Employment:

If you choose to resign your TVA employment and leave the payroll by close of business December 13, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. (Note: Please use attached Resignation Form if you elect this option.)

##### Option 2 – Be Assigned to TVA CTS:

Should you choose not to elect Option 1, you will be assigned to CTS and are to report to CTS on November 18, 1996. You will be informed of the specific CTS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

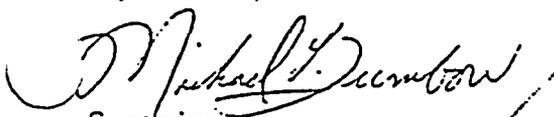
- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to CTS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to CTS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
Central Payroll, WT 5D-K  
TVA CTS, ET 6B-K  
Personnel Microrecords, ET 6B-K

EH000319

August 30, 1996

W EDNA WELLINGTON , [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain CLERK, SB 03, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. (*Note: Please use attached Resignation Form if you elect this option.*)

#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

EH000310

January 6, 1997

Milissa W. Westbrook, [REDACTED]

**ASSIGNMENT TO TVA CAREER TRANSITION SERVICES (CTS)**

This letter supersedes the December 2, 1996 letter of assignment to CTS. Based on organizational changes in TVA Nuclear Human Resources, your current position of Human Resource Officer, PG-07, Chattanooga, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

**Option 1 – Resign Your TVA Employment:**

If you choose to resign your TVA employment and leave the payroll by close of business February 14, 1997, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. (Note: Please use attached Resignation Form if you elect this option.)

**Option 2 – Be Assigned to TVA CTS:**

Should you choose not to elect Option 1, you will be assigned to CTS and are to report to CTS on February 17. You will be informed of the specific CTS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to CTS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to CTS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact me.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
Central Payroll, WT 5D-K  
TVA CTS, ET 6B-K  
Personnel Microrecords, ET 6B-K

E11000300

August 30, 1996

D VICTOR WHALEY, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain PROJECT MANAGER, M 08, at TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### *Option 1 - Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. (Note: Please use attached Resignation Form if you elect this option.)

#### *Option 2 - Be Assigned to TVA Services (TVAS):*

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

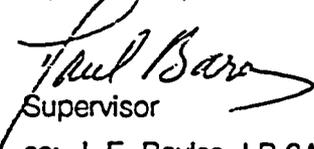
- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

E11000321

August 30, 1996

CARVETTA NABORS WILLIAMS, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain ENGR SPEC, M-07, AT TVAN CORPORATE, TVA Nuclear, will not be required to support our future business needs. Since you presently occupy this position, you will have the following options available to you:

#### Option 1 – Resign Your TVA Employment:

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. (Note: Please use attached Resignation Form if you elect this option.)

#### Option 2 – Be Assigned to TVA Services (TVAS):

Should you choose not to elect Option 1, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.

  
Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

E11000322

August 30, 1996

FRANK C. YAO, [REDACTED]

### ASSIGNMENT TO TVA SERVICES

Based on workforce projections, some positions in our organization including certain CIVIL ENGR, SC-4 at CHATTANOOGA, TVA Nuclear, will not be required to support our future business needs. Since you currently occupy this position, you have the following options available to you:

#### *Option 1 – Exercise Your Reassignment Rights:*

Since you have reassignment rights to CIVIL ENGR, SC-3 at CHATTANOOGA, TVA Nuclear, and such a position is available, please notify me in writing by September 9 of your decision to exercise your reassignment rights. Should you decide to exercise these rights, you are to report to your new position effective October 1, 1996.

#### *Option 2 – Resign Your TVA Employment:*

If you choose to resign your TVA employment and leave the payroll by close of business September 30, 1996, you will receive:

- Severance pay if eligible.
- A lump sum payment equal to the salary you would earn during the pay periods remaining in fiscal year (FY) 1996 (if applicable) and FY 1997 at your salary in effect on the effective date of your resignation.
- Lump sum payment for unused annual leave.
- An immediate retirement benefit, at any age, if eligible.

Unless prohibited by law or specifically requested by the employee, employees who resign under this option before September 30, 1996, will be retained on the payroll until that date so they may remain eligible for: (1) any performance incentive payouts and (2) any wage or salary adjustments in effect as of September 30. In addition, if you are under attained age 50, you will be eligible to keep your medical coverage for up to three months after termination by paying the full cost of coverage. If you are attained age 50 or older, see your human resource officer on continuing your coverage. (Note: Please use attached Resignation Form if you elect this option.)

#### *Option 3 – Be Assigned to TVA Services (TVAS):*

Should you choose not to elect either Option 1 or 2, you will be assigned to TVAS and are to report to TVAS on October 1, 1996. You will be informed of the specific TVAS location to which you are to report prior to that date. This assignment will end no later than the end of FY 1997, barring an emergency in the power system. However, should you refuse a reasonable offer during this time, you will be issued a reduction-in-force (RIF) notice as soon as you can be reached on the retention register and your employment will be terminated on the RIF effective date.

If your salary is \$30,500 or less, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will provide work within a 60-mile radius of your current official station.

If your salary is more than \$30,500, a reasonable offer is generally defined as one that:

- Will pay 80% of your current salary, and
- Will pay relocation costs, as outlined in the TVA guidelines, if you are offered a job more than a 60-mile radius from your current official station.

During your temporary assignment to TVAS, you will remain at your current schedule and grade and there will be no change in your competitive area, your competitive level, or official station. When you report to TVAS, you will be provided with details on organizational goals and work assignments.

If you have questions or need additional information, please contact your Human Resource Officer.



Supervisor

cc: J. E. Boyles, LP 3A-C  
N. C. Lindsey, LP 3B-C  
Central Payroll, WT 5D-K  
TVA Services, WT 3D-K  
Personnel Microrecords, ET 6B-K

ELI000320

TENNESSEE VALLEY AUTHORITY (TVA)  
A LIST OF VACANCY POSTING ANNOUNCEMENTS

----- POST COLOR-WHITE PAPER -----

VPA	VPA	VPA	VPA	VPA	VPA	VPA JOB TITLE OR POSITION	VPA NUMBER OF POSITIONS	VPA (NOTE) JOB STATUS
SCHEDULE	GRADE	NUMBER	POSTING DATE	CLOSING DATE	LOCATION			
PC	SR	10686	18JUN96	21JUN96	CHATTANOOGA	SR STAFFING CONSULTANT	01	RA
PC	SR	10689	18JUN96	21JUN96	CHATTANOOGA	SR CHANGE MANAGEMENT CONSULTANT	01	RA
PC	SR	10701	13JUN96	25JUN96	CHATTANOOGA	STEAM GENERATOR TECH MANAGER	01	RA
PC	SR	10716	13JUN96	24JUN96	KNOXVILLE	SR PROJ MGR	01	RA
PC	SR	10718	13JUN96	26JUN96	KNOXVILLE	SR PROJ MGR	01	RA
PC	06	10735	19JUN96	05JUL96	PARADISE FOSSIL PLANT	SHIFT OPS COORD	01	RA
PC	06	10736	19JUN96	05JUL96	PARADISE FOSSIL PLANT	SHIFT OPERATIONS COORDINATOR	01	RA
PC	06	10715	13JUN96	24JUN96	KNOXVILLE	FINANCIAL ANALYST	01	RA
PC	07	10699	11JUN96	21JUN96	MUSCLE SHOALS	SPECIALIST	01	RA
PC	08	10702	13JUN96	25JUN96	CHATTANOOGA	PROGRAM MGR, CHEMISTRY (BWR)	01	RA
PC	08	10703	13JUN96	25JUN96	CHATTANOOGA	PROGRAM MGR, CHEMISTRY (PWR)	01	RA
PC	08	10705	13JUN96	25JUN96	CHATTANOOGA	PROGRAM MANAGER, RAD CONTROL (PRODUCTION)	01	RA
PC	08	10706	13JUN96	25JUN96	CHATTANOOGA	PROGRAM MGR, RAD CONTROL (TECH SUPPORT)	01	RA
PC	08	10707	13JUN96	25JUN96	CHATTANOOGA	PROGRAM MGR, RADWASTE/ENVIRON PROT	01	RA
PC	08	10713	13JUN96	25JUN96	CHATTANOOGA	MECHANICAL MAINTENANCE SPECIALIST	01	RA
PC	09	10734	18JUN96	03JUL96	SEQUOYAH NUCLEAR PLANT(TRA	MGR	01	RA
PC	10	10688	18JUN96	21JUN96	CHATTANOOGA	SR STAFF SUPPORT CONSULTANT	01	RA
PC	10	10698	18JUN96	21JUN96	CHATTANOOGA	SR HEALTH SAFETY WELLNESS CONSULTANT	01	RA
PC	10	10720	13JUN96	26JUN96	KNOXVILLE	CONSULTANT	01	RA
PC	10	10721	13JUN96	26JUN96	KNOXVILLE	CONSULTANT	01	RA
PC	10	10722	13JUN96	26JUN96	KNOXVILLE	CONSULTANT	01	RA
PC	12	10687	18JUN96	21JUN96	CHATTANOOGA	SR LABOR RELATIONS CONSULTANT	01	RA
PC	11	10700	11JUN96	21JUN96	CHATTANOOGA, TN	MGR	01	RA
PC	11	10712	13JUN96	25JUN96	CHATTANOOGA	MAINTENANCE SUPPORT MANAGER	01	RA
PC	7	10710	18JUN96	27JUN96	KNOXVILLE, TENNESSEE	MANAGER	01	RA
PC	7	10711	18JUN96	27JUN96	MEMPHIS, TENNESSEE	MANAGER	01	RA
PC	7/8	10727	18JUN96	28JUN96	CHATTANOOGA	SR LICENSING PROJECT MANAGER	01	RA
PC	7/8	10728	18JUN96	28JUN96	CHATTANOOGA	INDUSTRY AFFAIRS SPECIALIST	01	RA
PC	8	10709	11JUN96	21JUN96	CHATTANOOGA, TN	MGR	01	RA
PC	8	10732	17JUN96	01JUL96	KNOXVILLE	MGR	01	RA
PC	8/9	10704	11JUN96	21JUN96	MUSCLE SHOALS	MGR	01	RA
PC	8/9	10708	11JUN96	21JUN96	MUSCLE SHOALS	MGR	01	RA
PC	8/9	10726	18JUN96	28JUN96	CHATTANOOGA	NSRB SUPPORT MANAGER	01	RA
PC	9	10725	14JUN96	26JUN96	CHATTANOOGA, TN	MGR	01	RA

NOTE: RA = RECEIVING APPLICATIONS  
PA = PROCESSING APPLICATIONS  
AT = ANTICIPATED VACANCY

EH000324