

May 30, 2019

### Employee Concerns Program Update

In mid-May, we announced that changes are being made to the Employee Concerns organization to help strengthen the program's effectiveness. Employees have told us – through surveys, focus groups and discussions – that change is necessary in order to build the desired confidence that ECP is a viable alternative avenue for raising nuclear safety concerns.

During the couple of weeks, we've heard from employees that some clarifications need to be made.

First, the Employee Concerns program not being eliminated. The program is crucial to providing an avenue for employees to raise safety or quality concerns. Instead, because employee feedback has indicated the current structure is not effective, we benchmarked other utilities that have faced similar issues as have at TVA Nuclear. Based on our benchmarking, we developed a new structure that better meets the needs of TVA employees and our unique work environment.

Additionally, the changes we are making are not a reflection of the individual performance of our current Employee Concerns staff. The staffing changes are being made to meet the requirements of the new structure. To ensure effective implementation of the new model, ECP representatives are required to have different backgrounds and skillsets.

We understand that impacts on employee staff assignments are a difficult part of any transition. We are actively seeking to place current ECP employees who wish to remain at TVA in positions that will harness their skills and expertise and provide them with continued development opportunities. Any changes to personnel will be announced at the appropriate time.

Stay tuned for more details on the new ECP organization in coming weeks.



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