

From: JShealA-Hearing Resource
Sent: Monday, February 15, 2021 7:41 PM
To: JShealA-HearingNPEm Resource
Subject: [External_Sender] 2-2019-015
Attachments: ML21045A131_Redacted.pdf

From: JShealA-Hearing Resource
Sent: Monday, February 15, 2021 1:28 AM
To: JShealA-HearingNPEm Resource <JShealA-HearingNPEm.Resource@nrc.gov>
Subject: <A E>

Hearing Identifier: JShea_IA_NonPublic
Email Number: 1254

Mail Envelope Properties (9e3aec80a7d84adbb6c4146de0a81a26)

Subject: [External_Sender] 2-2019-015
Sent Date: 2/15/2021 7:41:29 PM
Received Date: 2/15/2021 7:41:31 PM
From: JShealA-Hearing Resource

Created By: JShealA-Hearing.Resource@nrc.gov

Recipients:
"JShealA-HearingNPEm Resource" <JShealA-HearingNPEm.Resource@nrc.gov>
Tracking Status: None

Post Office: HQPWMSMRS02.nrc.gov

Files	Size	Date & Time
MESSAGE	183	2/15/2021 7:41:31 PM
ML21045A131_Redacted.pdf	534701	

Options
Priority: Normal
Return Notification: No
Reply Requested: No
Sensitivity: Normal
Expiration Date:

From: Bernier, Michael Vincent <mvbernier@tva.gov>
Sent: Thursday, October 31, 2019 4:16 PM
To: Luina, Scott
Cc: Rhinehart, Carol B
Subject: [External_Sender] 2-2019-015
Attachments: 2019-10-31 - MVB Ltr to SKL.pdf; Enclosure 1 - Performance Reviews.pdf

Scott,

Please see my attached cover letter and enclosure 1. I'm sending subsequent emails with the remaining enclosures (4 enclosures in total, including enclosure 1). These should be small enough to get through. But please confirm you've received them all.

Mike

Michael V. Bernier
Attorney, Office of the General Counsel
Tennessee Valley Authority

400 W. Summit Hill Drive, WT 6A-K
Knoxville, TN 37902
865.632.3045
mvbernier@tva.gov

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Hearing Identifier: JShea_IA_NonPublic
Email Number: 1060

Mail Envelope Properties (DM6PR09MB33863D19BD2B55702ADB39C6B7630)

Subject: [External_Sender] 2-2019-015
Sent Date: 10/31/2019 4:15:41 PM
Received Date: 10/31/2019 4:15:51 PM
From: Bernier, Michael Vincent

Created By: mvbernier@tva.gov

Recipients:
"Rhinehart, Carol B" <cbrhinehart@tva.gov>
Tracking Status: None
"Luina, Scott" <Scott.Luina@nrc.gov>
Tracking Status: None

Post Office: DM6PR09MB3386.namprd09.prod.outlook.com

Files	Size	Date & Time
MESSAGE	973	10/31/2019 4:15:51 PM
2019-10-31 - MVB Ltr to SKL.pdf		105275
Enclosure 1 - Performance Reviews.pdf		330946

Options
Priority: Normal
Return Notification: No
Reply Requested: No
Sensitivity: Normal
Expiration Date:



Tennessee Valley Authority, 400 West Summit Hill Drive, Knoxville, Tennessee 37902-1401

October 31, 2019

Senior Special Agent Scott K. Luiña
Office of Investigations, Region II
U. S. Nuclear Regulatory Commission
245 Peachtree Center Avenue, NE Suite 1200
Atlanta, Georgia 30303-1257

Re: NRC Office of Investigations Request for Documents - 2-2019-015

Dear Special Agent Luiña,

This letter and its enclosures are responsive to multiple of your document requests. Enclosed are the following:

- *Enclosure 1* – Ms. Wetzel’s Performance Reviews for fiscal years 2016, 2017, and 2018;
- *Enclosure 2* – Emails related to Ms. Wetzel’s Nuclear Energy Institute (NEI) loanee arrangement. You requested a copy of a particular, March 29, 2018 email related to the arrangement, which is contained in this enclosure. I’ve also included two additional email strings that provide important context and which show that any delay in the process was attributable to administrative steps associated with finalization and negotiation of the applicable terms, not any alleged attempt to “block” that arrangement;
- *Enclosure 3* – A copy of TVA-SPP-11.316, effective September 11, 2018; and
- *Enclosure 4* – Emails collected by Chris Riedl at your request. Your email correspondence with Mr. Riedl reflecting your request and the underlying issue(s) is included in this enclosure.

Several of the records being provided in this disclosure are confidential personnel files, the public disclosure of which would constitute an invasion of personal privacy and which would trigger TVA’s reporting responsibilities under the Privacy Act. Accordingly, these records should be withheld from public disclosure under 10 C.F.R. § 2.390(a)(6).

Sincerely,

A handwritten signature in black ink, appearing to read 'M.V. Bernier', with a stylized flourish at the end.

Michael V. Bernier
Attorney, Tennessee Valley Authority

Enclosures

95150138

Employee Name	Employee Id	Job Title	SBU/BU	TVA Address
Wetzel,Beth A		Mgr, Regulatory Pgms	NPG/NESS	LP 4B-C

Summary of background (education, experience, etc.)

Education:					
Date Earned	Degree	Major	School		
05/31/1986	Bachelor Degree	NUCLEAR ENGINEERING	PENNSYLVANIA STATE UNIVERSITY/		
Training:					
End Date	Course Title	Internal/External	End Date	Course Title	Internal/External
09/29/2018	CAP-002 IMPLEMENTATION AT TVA	I	09/29/2018	AN INTRODUCTION TO SOX AT TVA	I
06/27/2018	CLEARANCE PROCEDURE AFFECTED EMPLOYEE-59199CBT	I	06/18/2018	HRD099.031-MANAGEMENT ACTIONS TO PROMOTE A SAFETY CONSCIOUS WORK ENVIRONMENT NRC Confirmatory Order	I
04/04/2018	TVA CORPORATE CARD	I	03/19/2018	SAFEGUARDS INFORMATION (SGI) USER BRIEFING	I
03/16/2018	EPT900.020 ERO FUNDAMENTALS	I	03/06/2018	The Shawnee Rail Car Derailment	I
02/07/2018	NUCLEAR SAFETY CULTURE MONITORING-NSCMP - SLT- ELT- NSCPT TRAINING	I	01/18/2018	NPG DROPPED OBJECT PREVENTION PROGRAM - NPG-SPP-18.105	I
12/15/2017	COMPLETENESS and ACCURACY OF INFORMATION 10CFR50.9	I	12/15/2017	NANTEL GENERIC FITNESS FOR DUTY AND BEHAVIORAL OBSERVATION REQUAL-FFD010BP	I
11/20/2017	CYBER SECURITY ANNUAL AWARENESS TRAINING	I	11/20/2017	FATIGUE MANAGEMENT BRIEFING	I
11/17/2017	TVA CORPORATE CARD	I	11/14/2017	SAFEGUARDS INFORMATION (SGI) USER BRIEFING	I
11/14/2017	EPT008 -CECC STATE COMMUNICATOR	I	11/02/2017	EPT014.000 -DRILL PARTICIPATION	I
10/27/2017	EMPLOYEE RIGHTS AND RESPONSIBILITIES FOR SUPERVISORS AND MANAGERS(Ethics)	I	09/19/2017	ECM CONTRIBUTOR	I
08/29/2017	AN INTRODUCTION TO SOX AT TVA	I	08/29/2017	ENHANCING COMPLIANCE with TVA NUCLEAR's ADVERSE EMPLOYMENT ACTION PROCESS	I
08/29/2017	Prohibition of Discrimination in the Workplace: Principles of Conduct for TVA Managers & Supervisors	I	07/17/2017	EPT014.000 -DRILL PARTICIPATION	I
06/28/2017	OSHA RECORDABLE INJURY RATE ENFORCEMENT CHANGE COMMUNICATIONS PLAN	I	03/17/2017	EPT900.020 ERO FUNDAMENTALS	I
01/11/2017	CYBER SECURITY ANNUAL AWARENESS TRAINING	I	12/20/2016	NANTEL GENERIC RADIATION WORKER TRAINING REQUAL-RWT010BP	I
12/20/2016	NANTEL GENERIC PLANT ACCESS TRAINING REQUAL-PAT010BP	I	12/12/2016	TVA SITE SPECIFIC REQUAL PAT - PAT000BP	I
12/12/2016	TVA SITE SPECIFIC REQUAL RWT-RWT000BP	I	12/12/2016	TVA SITE SPECIFIC REQUAL FFD - FFD000BP	I
12/12/2016	NANTEL GENERIC FITNESS FOR DUTY AND BEHAVIORAL OBSERVATION REQUAL-FFD010BP	I	12/01/2016	SAFEGUARDS INFORMATION (SGI) USER BRIEFING	I
11/16/2016	EPT008 -CECC STATE COMMUNICATOR	I	10/26/2016	EMPLOYEE RIGHTS AND RESPONSIBILITIES (Ethics)	I
09/14/2016	EPT014.000 -DRILL PARTICIPATION	I	09/12/2016	AN INTRODUCTION TO SOX AT TVA	I
09/09/2016	SAFETY - EMPLOYEE RECOGNITION - DISCIPLINE POLICY BRIEFING	I	09/02/2016	Mobile Technology and Pay Requirements Briefing	I
07/11/2016	EMPLOYEE HANDBOOK	I	07/07/2016	Medical Case Management	I
04/26/2016	PROFESSIONAL AND RESPECTFUL WORKPLACE BEHAVIOR	I	03/17/2016	EPT900.020 ERO FUNDAMENTALS	I
03/17/2016	EPT008 -CECC STATE COMMUNICATOR	I	02/25/2016	CYBER SECURITY ANNUAL AWARENESS TRAINING	I
12/17/2015	NPG SPECIFIC RADIATION WORKER TRAINING-RWT000	I	12/15/2015	TVA SITE SPECIFIC REQUAL PAT - PAT000BP	I
12/15/2015	TVA SITE SPECIFIC REQUAL FFD - FFD000BP	I	12/15/2015	NANTEL GENERIC RADIATION WORKER TRAINING REQUAL-RWT010BP	I
12/15/2015	NANTEL GENERIC PLANT ACCESS TRAINING REQUAL-PAT010BP	I	12/15/2015	NANTEL GENERIC FITNESS FOR DUTY AND BEHAVIORAL OBSERVATION REQUAL-FFD010BP	I
12/04/2015	SAFEGUARDS INFORMATION (SGI) USER BRIEFING	I	12/03/2015	EMPLOYEE RIGHTS AND RESPONSIBILITIES (Ethics)	I
10/07/2015	SUPERVISOR ACADEMY - PHASE I-SAPHASE I	I	10/07/2015	First-Line Development Program	I
10/07/2015	SUPERVISOR ACADEMY - PHASE II-SAPHASE II	I	10/06/2015	Sarbanes-Oxley Roles and Responsibilities	I
10/06/2015	HRD099.026 OPERATIONAL DECISION MAKING	I	09/29/2015	GEN059 NPG Leader Technical Conscience Training	I

End Date	Course Title	Internal/External	End Date	Course Title	Internal/External
04/23/2015	CECC STATE COMMUNICATOR JFG	I	04/07/2015	USING THE CREATE CONDITION REPORT APPLICATION	I
03/20/2015	EPT900.020 ERO FUNDAMENTALS	I	03/19/2015	EPT008 -CECC STATE COMMUNICATOR	I
03/10/2015	CYBER SECURITY ANNUAL AWARENESS TRAINING	I	03/05/2015	MMPI Exam	I

License & Certification:

License Name	License Number	Date Issued	Expiration Date	Issued By	State	Country
N/A	N/A	N/A	N/A	N/A	N/A	N/A

TVA Job History:

Effective Date	Job Description	Schedule/Grade	Department
02/22/2016	Mgr, Regulatory & Oversight	M 11	Emerging Regulatory Issues
06/30/2014	Rotational Mgmt Development	M 175	Emerging Regulatory Issues
10/08/2012	Mgr, Emerging Regulatory Issue	M	Emerging Regulatory Issues
01/05/2009	Mgr, Nuc Site Lic&Indstryaffrs	M	Sqn Licensing
10/30/2006	Mgr, Nuclear Licensing (Chat)	M	Corporate Licensing

Summary of current job performance

Start Date	End Date	Overall Rating
N/A	N/A	N/A

POSITION DESCRIPTION – M&S and Excluded Schedules

Incumbent's Name	WETZEL, BETH A	Employee ID Number	
Position Title	Manager, Regulatory Issues and Issues and Oversight	Organization Level:	
Job Title Code	300564	Org Level I	CNO
Reports to	Sr Mgr, Fleet Regulatory Operations	Org Level II	Nuc. Support Svcs.
		Org Level III	Nuclear Licensing
		Effective Date	2-22-16

POSITION PURPOSE:

Directs the governance, oversight, and direction of the Nuclear Power Group (NPG) Corporate and Site Licensing functions in support of the operation of TVA nuclear plants. Serves as the expert and single point-of-contact for NRC headquarters, interface for licensing issues for the TVA sites and has signature authority for NPG Corporate submittals. This position is responsible for providing feedback to aid in the development of regulatory vision and strategy for regulatory issues for TVA Nuclear and providing policy recommendations.

JOB DIMENSIONS:

Supervisory Responsibility — This position will direct Sr. Program Managers and specialist as well as other managers or technical personnel.
Budget Responsibility — Could impact budget 1M and above.

PRINCIPAL ACCOUNTABILITIES:

1. Directs and manages TVA processes that identify, internally communicate, evaluate, implement as appropriate, and assess implementation of emerging regulatory issues.
2. Direct and manage the implementation of NPG's licensing programs and provide governance, oversight, and direction to Corporate and sites for implementation of site regulatory and compliance programs
3. Advise NPG, VP Nuclear Licensing, on regulatory matters and effectively manage activities and assigned personnel—develop specific strategies and recommendations for ensuring regulatory compliance and NRC relationship with TVA Nuclear Licensing.
4. Represent TVA in matters relating to NPG's licensing programs before the Nuclear Regulatory Commission, Nuclear Energy Institute, and various industry groups as required.
5. Provides governance by recommending policies and rules that guide the development of methods, procedures and practices to achieve performance consistent with industry best performance. Provides oversight by monitoring work and performance results to ensure desired outcomes are met. Supports the plants as an additional resource that is available as needed to support emerging issues and augment special projects.
6. Provide leadership and management of subordinate personnel including performance management, training, and career development/mentoring.

MINIMUM REQUIREMENTS:

Education – Bachelor's degree in engineering or a scientific discipline. M.S. or MBA desirable.
Experience – At least 15 years experience in managerial capacity with 10 years experience in nuclear licensing*. Ten years of responsible power plant experience involving nuclear plant design, construction, operation, licensing, safety or quality assurance, with five years of experience relating to the licensing or support of an operating nuclear plant.
Certification/License, etc — Senior Reactor Operator/STA certification of license is desirable.
Knowledge/Skills/Abilities — Must have problem analysis and decision making skills; good organization and planning skills to effectively manage diverse tasks and projects. Must have excellent communication skills to be able to express complex ideas succinctly and clearly using different perspectives, as needed.

* For any new Manager, Corporate Nuclear Licensing without previous Licensing experience at the time of appointment, the following two actions will be implemented under the authority of the NPG Vice President Nuclear Licensing.

1. The new Manager, Corporate Nuclear Licensing without previous Licensing experience at the time of appointment will participate in and successfully complete the TVA NPG Licensing Engineer Training Program.
2. The new Manager, Corporate Nuclear Licensing without previous Licensing experience at the time of appointment will be assigned an assistant/mentor with previous licensing experience and expertise at least equivalent to the experience and expertise requirements in the Manager, Corporate Nuclear Licensing Position Description. This assistant/mentor will be in place until the individual meets the experience and expertise requirements listed in the Manager, Corporate Nuclear Licensing Position Description.

After the individual has been in the Manager, Corporate Nuclear Licensing position for at least two years, the NPG Vice President Nuclear Licensing will conduct a final review and approval to confirm that the individual has now satisfied the qualification requirements listed in the Manager, Corporate Nuclear Licensing Position Description. Candidate may be required to obtain and maintain a security clearance based on position / access requirements and essential job functions.

Exempt <input checked="" type="checkbox"/> Non-Exempt <input type="checkbox"/>	Supervisory Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Fin Disclosure Req Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Distribution: Employee Service Center, WT CP-K <input type="checkbox"/> Employee <input type="checkbox"/>		PD EFFECTIVE DATE: 06/30/2014

<ul style="list-style-type: none"> - Create documents that meet or exceed goals/expectations of senior TVA management. - Participate on industry working groups, including RUG II and RITF to keep informed and influence emerging regulatory issues. - Due Date : 09/30/2017 		
Rating:	2 - Inconsistent Performance	
Weight:	30%	
Comments:	<p>The ERI team has adequately been implementing the ERI process by ensuring BP-247 and NPG-SPP-03.8 are followed and monitoring ERIs on a routine basis. The pre-NSIAC briefings with the executives have been a helpful addition to the ways in which the ERI team communicates industry initiatives.</p> <p>The ERI team has actively participated in industry working groups, including RUG II and RITF to keep informed and influence emerging regulatory issues. There have been a couple of instances where the ERI team made a direct impact such as the gas accumulation letter and contributions to TMP.</p> <p>While the ERI team has had solid performance in aspects of this goal, this goal is rated inconsistent because the ERI team had licensing responsibilities for multiple significant regulatory submittals that were inadequate in the week in which they were due. (GL and SPRA submittals). This required significant rework right up to the due date.</p>	
Created By :	Wetzel, Beth A	07/26/2017 11:52AM
Last Modified By :	Henderson, Erin Kathleen	09/14/2017 8:46AM

Emerging Regulatory Issues Strategic Plan

<p>Description Develop a strategic plan for influencing NRC on various emerging regulatory issues.</p> <p>Employee Measurement - Develop and implement improved methods for communicating emerging regulatory issues to management.</p> <ul style="list-style-type: none"> - Leverage executive communications/drop-ins with NRC to influence specific issues and a communication feedback loop. - Develop strategy by February 15, 2017. - Implement strategy by March 31, 2017. - Due Date : 09/30/2017 		
Rating:	3 - Solid Performance	
Weight:	15%	
Comments:	<p>In the second half of the fiscal year the ERI team developed and implemented a new method for communicating emerging regulatory issues to management.</p> <p>While the ERI team has not conducted drop ins to influence specific issues, the team has recommended a couple of drop ins on specific topics to senior management or areas that would be beneficial to highlight during industry meetings with the NRC.</p>	
Created By :	Wetzel, Beth A	07/26/2017 11:52AM
Last Modified By :	Henderson, Erin Kathleen	09/08/2017 8:55PM

Emerging Regulatory Issues Program Visibility

<p>Description Improve Emerging Regulatory Issues program visibility.</p> <p>Employee Measurement - Maintain green indicator for implementation of the Emerging Regulatory Issues communications plan.</p> <ul style="list-style-type: none"> - Ensure appropriate TVA (either line or licensing) engagement on High impact ERIs. - Due Date : 09/30/2017 		
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Rating: 4 - Strong Performance

Weight: 15%

The ERI team maintained a green indicator for implementation of the Emerging Regulatory Issues communications plan. The ERI team quickly revisited this communication plan and was able to make a good recommendation after a change in staffing level.

Comments: The ERI team has generally worked to ensure appropriate TVA (either line or licensing) engagement on High impact ERIs. The team is currently working with the line to ensure better accuracy and categorization of the ERIs on the impact sheets. It will be beneficial to continue these kind of alignment efforts in FY18. Through more recent preparations for the ERI executive briefing, the ERI team has improved the alignment between licensing and primarily engineering with regard to the impacts to TVA of several issues. Beth is also able to bring a good perspective to those conversations from her industry group participation. This improved engagement with Engineering above and beyond what is specifically recommended by the communication plan should continue in FY18.

Created By : Wetzal, Beth A 07/26/2017 11:52AM
Last Modified By : Henderson, Erin Kathleen 09/14/2017 8:10AM

Workforce Development and Effectiveness

Description OE.01 Enhance Nuclear Safety Culture
WE.02 Improve Leadership Development, Effectiveness & Engagement
WE.03 Implement Hiring, Retention and Transition Strategies
WE.04 Improve Workforce Diversity and Inclusion
WE.05 Improve Workforce Skills & Productivity Through Training

Employee Measurement - Demonstrate safety as the highest priority. Coach others to correct improper safety behaviors. Discuss safety in meetings. No CNL personnel injuries.

- Work to improve licensing work environment by 1) consistently holding individuals accountable by correcting negative behaviors and recognizing and reinforcing positive behaviors, 2) demonstrating a high level of engagement in staff work by observing and coaching employees, 3) effectively communicating the basis for decisions.

- Proactively work to improve the CNL safety conscience work environment by 1) encouraging individuals to raise problems and concerns 2) taking timely action on concerns brought to manager attention, 3) provide timely communication about actions taken to address employee concerns and 4) recognize individuals for raising concerns.

- Create and execute forward looking plan to provide formal and informal developmental opportunities to support knowledge transfer and IDP goals. Drive implementation of CNL knowledge transfer business plan.

- To meet this goal, ECP pulsing survey results and skip level meeting feedback will be used to continue to monitor performance improvement. Additionally, managers should document specific examples of each attribute of the goal.

- Due Date : 09/30/2017

Rating: 3 - Solid Performance

Weight: 10%

Beth provides positive and critical feedback to her staff and has encouraged them to write CRs. Beth has supported her staff in developmental opportunities including one staff member who was promoted to another group during the course of the year. The ERI group did a good job submitting several items through the TCIP process for recognition.

Comments:

In FY18, Beth should focus on working with her staff to understand when they are escalating an issue to her in order for her to aggressively take action to address issues brought to her attention. Beth should actively engage with site and corporate managers to address those issues and escalate if she is then unable to resolve.

Created By :	Wetzel, Beth A	07/26/2017 11:52AM
Last Modified By :	Henderson, Erin Kathleen	09/08/2017 8:55PM

Regulatory Excellence

Description OE.10 Achieve Excellence in Licensing
 OE.09 Achieve Excellence in Performance Improvement
Employee Measurement Training: All employee training is completed on time.

Budget: Meet CNL budget.

Functional Area Improvement: Develop and implement a strategic plan for each CNL functional area to 1) Drive performance to industry best and 2) Identify and implement process improvements/efficiencies and submit for recognition

CNL performance: Conduct critiques to identify CNL performance shortfalls and document plan to improve performance.

Oversight: Ensure a high level of site performance by demonstrating strong corporate oversight utilizing CFAM processes such as escalations, elevations, and missed opportunity reviews to mitigate significant regulatory issues at the sites.

- Due Date : 09/30/2016

Rating: 3 - Solid Performance

Weight: 15%

The ERI team has supported group improvement initiatives over the year and identified several improvements that were submitted through the TCIP process.

Beth's group did conduct two critiques addressing significant performance shortfalls in her team. Both related to significant regulatory submittals. The team should evaluate how the learnings from the first submittal did not prevent the second submittal issue from occurring.

Comments: The ERI team did not initiate any elevations, escalations or corporate missed opportunity reviews. However, the ERI team did write several CRs identifying issues at the sites that needed to be addressed, demonstrating a good questioning attitude in several cases. Beth is an active participant in MRC and her contribution has resulted in positive feedback.

From an oversight perspective, improved engagement with the sites in person will help Beth and her team more efficiently and effectively drive some challenges (like some of those experienced in TMP) to resolution. If unsuccessful, utilizing the GOES tools through the CFAM should be considered as a tool for the ERI team to utilize.

Created By :	Wetzel, Beth A	07/26/2017 11:52AM
Last Modified By :	Henderson, Erin Kathleen	09/15/2017 9:52AM

Regulatory Support for Fleet Issues

Description Provide regulatory support for fleet issues such as fleet inspections and the Fukushima project
Employee Measurement - Effectively manage TVA preparation for and response to NRC fleet-wide inspections following the requirements of BP-03.9

- Effectively manage regulatory support for the Fukushima project, ensuring both technical and licensing personnel are effectively engaged and responsive to NRC issues and concerns

- Due Date : 09/30/2017

Rating: 3 - Solid Performance

Weight: 15%

Comments: The ERI team managed several inspections during the course of the year including a

corporate cyber inspection, oversight for a flex inspection, and a BFN triennial inspection.

The ERI team has also provided good regulatory support for a AWA topical report submittal that has required NRC and technical interface.

Created By :	Wetzel, Beth A	07/26/2017 11:52AM
Last Modified By :	Henderson, Erin Kathleen	09/08/2017 9:04PM

Performance Objectives Summary

Rating: 3 - Solid Performance

Summary Weight: 50%

Comments:

Section 3 - Competencies

Competency 1: Accountability&Driving Results

Description Exhibits ownership for own and team performance. Translates strategic priorities into operational reality. Aligns accountabilities, resource capabilities, internal processes, and uses an ongoing measurement system to ensure priorities yield measureable and sustainable results. Demonstrates drive to improve conditions and performance.

Rating: 2 - Inconsistent Performance

Weight: 10%

Comments:

As discussed in the goals section, there have been a couple of significant near-misses this year in ERI. Lessons learned reviews identified a number of learnings included in those was the need for improvement in the the level of engagement from Beth in her staff's work-identifying points at which she will check quality, challenge timeliness, etc. Implementing a 'trust but verify' approach to her leadership would help Beth better exhibit consistent ownership for her own and team performance to demonstrate sustainable results.

There have been a couple of recent instances where Beth and the ERI team have shown strong accountability and driving for results such as the level of engagement in AWA review. Beth and the team should reflect on their individual performance in Accountability to see what additional changes to their approach or Beth's individual leadership approach can be implemented to drive additional improvement in this competency.

Created By :	Template	07/26/2017 11:52AM
Last Modified By :	Henderson, Erin Kathleen	09/14/2017 8:25AM

Competency 2: Continuous Improvement

Description Challenges the status quo to identify and leverage opportunities to improve existing conditions and processes. Able to generate ideas and creative solutions. Analyzes potential impact of solutions. Tests and implements improvements.

Rating: 3 - Solid Performance

Weight: 10%

Comments: I agree with the assessment in Beth's self evaluation relative to this competency.

Created By :	Template	07/26/2017 11:52AM
Last Modified By :	Henderson, Erin Kathleen	09/14/2017 8:43AM

Competency 3: Leveraging Diversity

Description Deliberately involves and embraces others when developing solutions and establishing direction. Values diversity of perspectives, experiences, and talents to promote learning, growth, and team performance. Actions and words demonstrate a respect for individuals with diverse cultures, abilities, motivations, and backgrounds.

Rating: 4 - Strong
Performance

Weight: 10%

Comments: Beth actively seeks out the opinions of others when developing solutions. It is evident that Beth values the input of her experienced team.

Created By : Template 07/26/2017 11:52AM

Last Modified By : Henderson, Erin Kathleen 09/14/2017 8:43AM

Competency 4: Adaptability

Description Maintains effectiveness throughout major changes in priorities, responsibilities, or environment. Handles crisis and unexpected issues with poise. Effectively adjusts behaviors to deal with changes in the work environment.

Rating: 3 - Solid Performance

Weight: 10%

I agree with much of Beth's self evaluation with regard to this competency. Beth and the ERI team did make adjustments to reflect the reduced headcount, reflecting overall solid performance.

Comments: There are instances where the ERI team or Licensing team need to contribute to the overall priorities and risk areas of the broader corporate organization. Seeking to understand those priorities and identifying ways in which we can utilize the full experience of our experienced team to ensure the success of the broader team will continue to be important at the reduced headcounts we have achieved in the past two years.

Created By : Template 07/26/2017 11:52AM

Last Modified By : Henderson, Erin Kathleen 09/14/2017 8:43AM

Competency 5: Effective Communication

Description Communicates honestly and effectively with individuals and groups in a manner that helps them understand rationale behind decisions. Fosters an environment where communication is valued and concerns that are raised receive frank responses, empathy, and follow-up. Seeks inputs, checks for understanding, and gains commitment for goals.

Rating: 3 - Solid Performance

Weight: 10%

Beth communicates openly and frequently with her team reflecting overall solid performance.

Comments: It will be critical in this year that Beth focuses on clarity of communications upward by clearly laying out the actions she's taken as a manager to address concerns or issues brought to her attention by her team, taking clear and decisive action to address those by engaging with other leaders in person if needed, and then clearly communicating when she has not had success and what actions she recommends her leadership take in that escalation process. This was discussed as part of a lesson learned review and needs to be a key focus for Beth and her team in the upcoming year.

Created By : Template 07/26/2017 11:52AM

Last Modified By : Henderson, Erin Kathleen 09/14/2017 9:11AM

Competency 6: Leadership Courage

Description Courage of leaders is manifested in three key ways: the courage to take initiative and action; the courage to let go of the need to control, to trust others, and to be open to feedback and change; and the courage to raise difficult issues or voice unpopular opinions and to provide honest and critical feedback.

Rating: 3 - Solid Performance

Weight: 10%

Comments: I agree with Beth's self evaluation that she demonstrates leadership courage and is willing to raise difficult issues. In reviewing Beth's self evaluation, there is an aspect that I am not necessarily aligned with however. Beth's view on the chilled work environment was not viewed as raising an 'unpopular opinion', and has been a view shared by many members of the corporate regulatory team including myself. While the site is taking significant action to address the work environment, documentation has not been always been adequate as evidenced by a recent corporate assessment. Corporate is continuing to engage with the site to ensure a successful near term inspection and all corporate regulatory employees should continue to identify gaps and actions the site should take to improve in that area.

It is a positive contribution to the overall TVA success that Beth is willing to utilize her vast regulatory experience to identify areas where the fleet can perform better. There may be an opportunity for Beth to consider whether there are more opportunities to demonstrate leadership courage through taking initiative and action to drive an issue to resolution. Beth should continue to seek opportunities for us all to become better through doing that.

Created By :	Template	07/26/2017 11:52AM
Last Modified By :	Henderson, Erin Kathleen	09/15/2017 9:52AM

Competency 7: Vision, Innovation & Strategic Execution

Description Designs and articulates a clear vision and strategy of the organization's long-term success. Delivers a thoughtful and creative approach to executing the plan to achieve goals, utilizing all resources and innovative techniques available. Executes a long-term business direction based on an analysis of company and external factors, systematic information, identification of improvement opportunities, and consideration of resources and market drivers.

Rating: 3 - Solid Performance

Weight: 10%

Comments: Agree with Beth's self evaluation relative to this competency.

Created By :	Template	07/26/2017 11:52AM
Last Modified By :	Henderson, Erin Kathleen	09/14/2017 9:11AM

Competency 8: Business Acumen

Description Maintains a deep understanding of industry and business trends and a knowledge of financial, market, and economic data that can support the development of external-oriented stretch goals, strategy, and action to preserve and improve TVA's position. Stays abreast of emerging ideas and technologies to apply advances that improve business results. Understands customer needs to institute systems, processes, and procedures to ensure customer satisfaction.

Rating: 3 - Solid Performance

Weight: 10%

Comments: Agree with Beth's self evaluation relative to this competency.

Created By :	Template	07/26/2017 11:52AM
Last Modified By :	Henderson, Erin Kathleen	09/14/2017 9:11AM

Competency 9: Building Organizational Talent

Description Uses knowledge of current and future business needs and challenges to actively select, develop, engage, and retain talented individuals. Identifies high potential individuals and deliberately develops them to reach full potential. Demonstrates self awareness of personal developmental needs and regularly seeks and capitalizes on learning opportunities.

Rating: 2 - Inconsistent
Performance

Weight: 10%

Beth has been supportive of her staff's developmental areas, relative to that area, Beth's performance is solid.

Comments: Regularly seeking to capitalize on Beth's individual learning opportunities is an area where Beth needs to focus. There have been instances where, instead of immediately demonstrating full ownership and reflecting on how to improve, Beth has been defensive in responding to that feedback. This behavior was noted after the WBN SPRA submittal and more recently after a lessons learned review. For Beth to be solid relative to this competency, demonstrating a self awareness of personal developmental needs, capturing those in her IDP, putting together a plan to demonstrate she is actively working on it, and then regularly capitalizing on every learning opportunity to improve will be necessary to achieve solid performance in this area.

Created By :	Template	07/26/2017 11:52AM
Last Modified By :	Henderson, Erin Kathleen	09/14/2017 9:11AM

Competency 10: Inspiring Trust & Engagement

Description With an awareness of the impact of own behaviors on others, builds a positive environment that motivates others to achieve and exceed organizational goals and team aspirations. Functions as a "servant leader," putting the needs of others ahead of own advancement, engages organizations in decision making and problem solving, and ensures teams and individuals have the resources they need to learn, grow, be more autonomous, and more disposed to lead themselves.

Rating: 3 - Solid Performance

Weight: 10%

Comments:

Created By :	Template	07/26/2017 11:52AM
Last Modified By :	Henderson, Erin Kathleen	09/15/2017 12:33PM

Competencies Summary

Rating: 3 - Solid Performance

Summary Weight: 50%

Comments:

Section 4 - Overall Summary

Rating: 3 - Solid Performance

Comments: Overall, ERI team performance this year was solid relative to the goals set.

The ERI team need to really ensure there are actions to prevent recurrence of gaps in submittal quality that occurred during the course of the year through Overall the ERI team's performance for the year is rated as solid. The team made some good progress in identifying a new strategy for engaging with executives on industry initiatives and staying engaged and/or leading industry groups even when the staffing level changed late in the

year. The ERI team also made several positive contributions to the industry on behalf of TVA.

For the upcoming year, the team needs to work to improve submittal quality, leadership engagement and clear communications related to escalating when attempts to solve problems at the lowest level possible are unsuccessful. Improving the engagement and driving increased ownership by going to the sites on issues will help the ERI team be more efficient and effective in driving issues to resolution. There are also a couple competencies where Beth needs to focus her attention by developing a plan and incorporating those focus areas into her IDP.

Section 5 - Manager Comments

Comments:

Section 6 - Employee Comments

Comments:

Section 7 - eSignature Section

Wetzel, Beth A

11/27/2017 4:04:46PM

Employee Signature

Date

Henderson, Erin Kathleen

12/19/2017 11:16:48AM

Manager Signature

Date

Audit History

Created By :	Henderson, Erin Kathleen	07/26/2017 11:52:54AM
Last Updated By :	Henderson, Erin Kathleen	12/19/2017 11:16:48AM
Acknowledged By :	Wetzel, Beth A	11/27/2017 4:04:46PM
Completed By :	Henderson, Erin Kathleen	12/19/2017 11:16:48AM

Wetzel, Beth A, Mgr, Regulatory & Oversight
TVA Year End Review, 10/01/2015 - 09/30/2016

Author: Henderson, Erin Kathleen

Role: Manager

Status: Completed

Due Date: 09/30/2016

Approval: Not Required

The document status is Completed.

Section 1 - TVA Values

Safety

Description We share a professional and personal commitment to protect the safety of our employees, our contractors, our customers, and those in the communities that we serve.

Created By : Template 08/05/2016 1:43PM

Service

Description We are privileged to be able to make life better for the people of the Valley by creating value for our customers, employees and other stakeholders, being good stewards of the resources that have been entrusted to us, and by being a good neighbor in the communities in which we operate.

Created By : Template 08/05/2016 1:43PM

Integrity

Description We conduct our business according to the highest ethical standards and seek to earn the trust of others through words and actions that are open, honest, and respectful.

Created By : Template 08/05/2016 1:43PM

Accountability

Description We take personal responsibility for our actions, our decisions, and the effectiveness of our results, which must be achieved in alignment with our company values.

Created By : Template 08/05/2016 1:43PM

Collaboration

Description We're committed to fostering teamwork, developing effective partnerships, and valuing diversity as we work together to achieve results.

Created By : Template 08/05/2016 1:43PM

Section 2 - Performance Objectives

Ops Excellence/Equipment Reliability

Description -<1 CNL department clock reset (OE.10)
-Demonstrate safety as the highest priority. Coach others to correct improper safety behaviors. Discuss safety in meetings.
-Successful transition of WBN to the Nuclear Fleet for licensing matters. Provide support and oversight of issues related to WBN2.

-Encourage utilization of Corrective Action Program to document deficiencies and foster a healthy culture. CAP completion 3 days prior to due date.

Employee Measurement

- Due Date : 09/30/2016

Rating: 3 - Solid Performance

Weight: 10%

Comments: There have been no CNL department clock resets. There has been increased accountability around CAP with no items in ERI going beyond the 3 day expectation date.

Created By : Wetzel, Beth A 08/05/2016 1:43PM

Last Modified By : Henderson, Erin Kathleen 09/02/2016 3:31PM

Workforce/Fiscal Stewardship

Description -Create and execute forward looking plan to provide formal and informal developmental opportunities to support knowledge transfer and IDP goals.

-demonstrate improvement in employee recognition and coaching to improve performance.

-Training: Completion of personnel training on time

-meet CNL approved budget.

Employee Measurement

- Due Date : 09/30/2016

Rating: 3 - Solid Performance

Weight: 10%

Comments: Beth has done a very solid job at providing her team with formal and informal developmental opportunities. During the second half of the year, Beth's group noted more consistency in feedback from Beth. This was a very positive change and was noted by her direct reports.

Beth's group has not had overdue training and her group has successfully managed the budget and improved the rigor around CNL budget projections.

Created By : Wetzel, Beth A 08/05/2016 1:43PM

Last Modified By : Henderson, Erin Kathleen 09/02/2016 3:31PM

Emerging Regulatory Issues

Description Manage implementation of the Emerging Regulatory Issues Program. Ensure incoming correspondence is screened for issues with a potential impact to TVA. Assign ERIs to members of the group. Ensure BP-247 and NPG-SPP-03.8 are maintained and followed.

Employee Measurement

- Due Date : 09/30/2016

Rating: 3 - Solid Performance

Weight: 25%

Comments: Beth's group has made a great improvement in this area this year resulting in a higher degree of confidence that the group has a meaningful understanding of issues that are developing in the industry. Emerging Regulatory Issues are being identified earlier in the process. With the improvements made this year, I'm looking for Beth to stretch her group and the process to drive to the next level of performance in FY17.

Created By : Wetzel, Beth A 08/05/2016 1:43PM

Last Modified By : Henderson, Erin Kathleen 09/02/2016 3:31PM

Communication and Leadership of Emerging Regulatory Issues

Description Develop and implement stakeholder communication strategy to improve visibility of ERI with specific improvement in project planning and cost estimating.

Employee Measurement

- Due Date : 09/30/2016

Rating: 3 - Solid Performance

Weight: 20%

Comments: ERI team has developed and started implementing an ERI Communications Plan. They've also implemented the use of a metric reviewed monthly to hold herself and her group accountable for implementing the plan. This has resulted in improved consistency in communicating regulatory changes to other internal organizations.

Created By : Wetzel, Beth A 08/05/2016 1:43PM

Last Modified By : Henderson, Erin Kathleen 09/02/2016 3:31PM

Industry Leadership

Description Take leadership role as Vice Chair of RUGII. Benchmark other high performing RUG and work with Scientech and current RUGII Chair to implement improvements in RUGII to make it more effective.

Employee Measurement

- Due Date : 09/30/2016

Rating: 4 - Strong Performance

Weight: 15%

Comments: Beth has been actively engaged in industry forums as a RITF member, RUG chair and more recently as the lead for planning the NEI Licensing Forum. Beth is working to improve the quality of the RUG. I've also gotten feedback that Beth has been more vocal in offering her perspective at industry meetings, which is a positive change as Beth has many valuable insights to offer her industry peers. She is representing TVA well at these meetings.

Created By : Wetzel, Beth A 08/05/2016 1:43PM

Last Modified By : Henderson, Erin Kathleen 09/02/2016 3:31PM

Regulatory Oversight

Description Develop and implement an oversight strategy. Improve regulatory performance through benchmarking industry best practices.

Employee Measurement

- Due Date : 09/30/2016

Rating: 3 - Solid Performance

Weight: 20%

Comments: Beth was engaged in developing the original CNL oversight strategy for the year. Although not a primary function of the ERI team, Beth's group has provided oversight to several inspections.

Created By : Wetzel, Beth A 08/05/2016 1:43PM

Last Modified By : Henderson, Erin Kathleen 09/02/2016 3:31PM

Performance Objectives Summary

Rating: 3 - Solid Performance

Summary Weight: 50%

Comments:

Section 3 - Competencies

Competency 1: Accountability&Driving Results

Description Exhibits ownership for own and team performance. Translates strategic priorities into operational reality. Aligns accountabilities, resource capabilities, internal processes, and uses an ongoing measurement system to ensure priorities yield measureable and sustainable results. Demonstrates drive to improve conditions and performance.

Rating: 3 - Solid Performance

Weight: 10%

Comments: This is an area where Beth has made a significant improvement during FY16. Beth's focus on improving in the area of accountability has resulted in a noticeable improvement in both Beth's performance and the performance of her team. Beth should continue focusing in this area as we move into FY17.

Created By : Template 08/05/2016 1:43PM

Last Modified By : Henderson, Erin Kathleen 09/06/2016 11:06AM

Competency 2: Continuous Improvement

Description Challenges the status quo to identify and leverage opportunities to improve existing conditions and processes. Able to generate ideas and creative solutions. Analyzes potential impact of solutions. Tests and implements improvements.

Rating: 3 - Solid Performance

Weight: 10%

Comments: Although solid for this year, Beth should focus on performance relative to this competency for FY17 in order to continue to identify ways for both the ERI team and the broader organization to

Created By : Template 08/05/2016 1:43PM

Last Modified By : Henderson, Erin Kathleen 09/06/2016 11:09AM

Competency 3: Leveraging Diversity

Description Deliberately involves and embraces others when developing solutions and establishing direction. Values diversity of perspectives, experiences, and talents to promote learning, growth, and team performance. Actions and words demonstrate a respect for individuals with diverse cultures, abilities, motivations, and backgrounds.

Rating: 4 - Strong Performance

Weight: 10%

Comments: Beth demonstrates strong performance in this area. She engages her team and others in decisionmaking so that diverse viewpoints are obtained and members of her team have the opportunity to share their perspective.

Created By : Template 08/05/2016 1:43PM

Last Modified By : Henderson, Erin Kathleen 09/06/2016 11:41AM

Competency 4: Adaptability

Description Maintains effectiveness throughout major changes in priorities, responsibilities, or environment. Handles crisis and unexpected issues with poise. Effectively adjusts behaviors to deal with changes in the work environment.

Rating: 3 - Solid Performance

Weight:	10%	
Comments:		
Created By :	Template	08/05/2016 1:43PM
Last Modified By :	Henderson, Erin Kathleen	08/05/2016 1:45PM

Competency 5: Effective Communication

Description	Communicates honestly and effectively with individuals and groups in a manner that helps them understand rationale behind decisions. Fosters an environment where communication is valued and concerns that are raised receive frank responses, empathy, and follow-up. Seeks inputs, checks for understanding, and gains commitment for goals.	
Rating:	3 - Solid Performance	
Weight:	10%	
Comments:		
Created By :	Template	08/05/2016 1:43PM
Last Modified By :	Henderson, Erin Kathleen	08/05/2016 1:45PM

Competency 6: Leadership Courage

Description	Courage of leaders is manifested in three key ways: the courage to take initiative and action; the courage to let go of the need to control, to trust others, and to be open to feedback and change; and the courage to raise difficult issues or voice unpopular opinions and to provide honest and critical feedback.	
Rating:	3 - Solid Performance	
Weight:	10%	
Comments:	I have noticed Beth's performance in this area improve this year. She seems more actively engaged and willing to provide her perspective in both corporate and at industry meetings. This is a great change as Beth clearly has valuable experience from the team can learn. The CNL team and the industry organizations with whom she works will be better positioned to deal with issues as a result of Beth sharing her insights.	
Created By :	Template	08/05/2016 1:43PM
Last Modified By :	Henderson, Erin Kathleen	09/06/2016 11:41AM

Competency 7: Vision, Innovation & Strategic Execution

Description	Designs and articulates a clear vision and strategy of the organization's long-term success. Delivers a thoughtful and creative approach to executing the plan to achieve goals, utilizing all resources and innovative techniques available. Executes a long-term business direction based on an analysis of company and external factors, systematic information, identification of improvement opportunities, and consideration of resources and market drivers.	
Rating:	3 - Solid Performance	
Weight:	10%	
Comments:		
Created By :	Template	08/05/2016 1:43PM
Last Modified By :	Henderson, Erin Kathleen	08/05/2016 1:45PM

Competency 8: Business Acumen

Description Maintains a deep understanding of industry and business trends and a knowledge of financial, market, and economic data that can support the development of external-oriented stretch goals, strategy, and action to preserve and improve TVA's position. Stays abreast of emerging ideas and technologies to apply advances that improve business results. Understands customer needs to institute systems, processes, and procedures to ensure customer satisfaction.

Rating: 3 - Solid Performance

Weight: 10%

Comments:

Created By : Template 08/05/2016 1:43PM

Last Modified By : Henderson, Erin Kathleen 08/05/2016 1:45PM

Competency 9: Building Organizational Talent

Description Uses knowledge of current and future business needs and challenges to actively select, develop, engage, and retain talented individuals. Identifies high potential individuals and deliberately develops them to reach full potential. Demonstrates self awareness of personal developmental needs and regularly seeks and capitalizes on learning opportunities.

Rating: 4 - Strong Performance

Weight: 10%

Comments: Beth has done a good job at developing the talent in her organization and moving around roles/responsibilities after the retirement of a high performer. She has given individuals opportunities to work on areas in their IDPs and supported the organization's needs for knowledge transfer.

Created By : Template 08/05/2016 1:43PM

Last Modified By : Henderson, Erin Kathleen 09/06/2016 11:41AM

Competency 10: Inspiring Trust & Engagement

Description With an awareness of the impact of own behaviors on others, builds a positive environment that motivates others to achieve and exceed organizational goals and team aspirations. Functions as a "servant leader," putting the needs of others ahead of own advancement, engages organizations in decision making and problem solving, and ensures teams and individuals have the resources they need to learn, grow, be more autonomous, and more disposed to lead themselves.

Rating: 3 - Solid Performance

Weight: 10%

Comments:

Created By : Template 08/05/2016 1:43PM

Last Modified By : Henderson, Erin Kathleen 08/05/2016 1:45PM

Competencies Summary

Rating: 3 - Solid Performance

Summary Weight: 50%

Comments:

Section 4 - Overall Summary

Rating: 3 - Solid Performance

Comments: Overall, Beth's performance this year was very solid. While Beth and her team had some challenges in the early half of the year, she demonstrated a noticeable improvement both individually and as her team developed in their new roles and responsibilities during the second half of the year. The progress her and her team has made with regard to both the competencies and the ERI process will better position CNL to drive a higher level of performance in FY17.

Section 5 - Manager Comments

Comments:

Section 6 - Employee Comments

Comments:

Section 7 - eSignature Section

Wetzel, Beth A

11/22/2016 1:59:10PM

Employee Signature

Date

Henderson, Erin Kathleen

11/23/2016 9:27:16AM

Manager Signature

Date

Group box 14

No Attachments have been added to this document

Audit History

Created By :	Henderson, Erin Kathleen	08/05/2016 1:43:10PM
Last Updated By :	Henderson, Erin Kathleen	11/23/2016 9:27:16AM
Transferred From :	Shea, Joseph W	
Transferred To :	Henderson, Erin Kathleen	
Transferred By :	Rickels, David R	11/25/2015 1:00:08AM
Acknowledged By :	Wetzel, Beth A	11/22/2016 1:59:10PM
Completed By :	Henderson, Erin Kathleen	11/23/2016 9:27:16AM

Wetzel, Beth A, Rotational Mgmt Development
TVA Year End Review, 10/01/2014 - 09/30/2015

Author: Shea, Joseph W
Status: Acknowledged

Role: Manager
Due Date: 09/30/2015

Approval: Not Required

The status of this evaluation is Acknowledged. In this status, you may enter comments in the Employee Comments section, if applicable. At any time you can save any entries you make on the evaluation by selecting the Save button.

Section 1 - TVA Values

Safety

Description We share a professional and personal commitment to protect the safety of our employees, our contractors, our customers, and those in the communities that we serve.

Created By : Template 08/28/2015 3:50PM

Service

Description We are privileged to be able to make life better for the people of the Valley by creating value for our customers, employees and other stakeholders, being good stewards of the resources that have been entrusted to us, and by being a good neighbor in the communities in which we operate.

Created By : Template 08/28/2015 3:50PM

Integrity

Description We conduct our business according to the highest ethical standards and seek to earn the trust of others through words and actions that are open, honest, and respectful.

Created By : Template 08/28/2015 3:50PM

Accountability

Description We take personal responsibility for our actions, our decisions, and the effectiveness of our results, which must be achieved in alignment with our company values.

Created By : Template 08/28/2015 3:50PM

Collaboration

Description We're committed to fostering teamwork, developing effective partnerships, and valuing diversity as we work together to achieve results.

Created By : Template 08/28/2015 3:50PM

Section 2 - Performance Objectives

Personal Safety

Description Demonstrate high focus on personal safety.

Employee Measurement Demonstrate safety as highest priority. Workplace kept free of obvious hazards. Observant of safety behaviors and occasionally coaches others to correct.

- Due Date :		
Rating:	3 - Solid Performance	
Weight:	10%	
Comments:	Beth's support for and communication regarding personal safety met expectations.	
Created By :	Wetzel, Beth A	08/28/2015 3:50PM
Last Modified By :	Shea, Joseph W	09/29/2015 10:06AM

Licensing Training

Description Management of Licensing Personnel Training		
Employee Measurement Manage implementation of Licensing Personnel Training program, ensuring TVA actively participates in USA training, NLDP-7 is adequately maintained and continuing training for Licensing personnel is conducted. Initiate CNL informal continuing training seminars monthly starting in January 2015. Provide quarterly training sessions to the sites starting in January 2015.		
- Due Date : 09/30/2015		
Rating:	3 - Solid Performance	
Weight:	20%	
Comments:	Beth was instrumental in driving forward the informal monthly training seminars. Beth should ensure this good practice continues to evolve and improve. More routine visibility to the CNL leadership team is warranted on the evolution and implementation of the NLDP-7 training process.	
Created By :	Wetzel, Beth A	08/28/2015 3:50PM
Last Modified By :	Shea, Joseph W	09/30/2015 11:53AM

Emerging Regulatory Issues

Description Management of Licensing Personnel Training.		
Employee Measurement Manage implementation of the Emerging Regulatory Issues process, including: ensuring BP-247 and NPG-SPP-03.8 are upgraded to reflect revised process, ensuring industry periodicals and NRC website are monitored for ERIs on a routine basis and assigning lead CNL personnel for potential high impact Emerging Regulatory Issues. Provide briefings to executives on high impact Elmerging Regulatory Issues. Continue management of licensing submittals associated with Fukushima, ensuring the documents are high quality and submitted on time.		
- Due Date : 09/30/2015		
Rating:	5 - Superior Performance	
Weight:	30%	
Comments:	Beth's most succesful program accomplishment during the period was the reconstruction and revitalization of TVA's emerging regulatory issues process. Beth used her historical expereicne within TVA and within the industry to refresh TVA's historcially succesful program for early company awareness and engagement in evolving NRC programs and requirements. During the period, she recruited a very strong talent back to the organization to support the program. Under her leadership, the process was developed and implemented in a manner that provides high confidence that TVA is aware of changes in the regulatory environment early, that appropriate staff, managers and exectives in other NPG organizations are sufficiently aware and engaged and that TVA has the opportunity to effectively engage the industry.	
Created By :	Wetzel, Beth A	08/28/2015 3:50PM
Last Modified By :	Shea, Joseph W	09/29/2015 10:24AM

Oversight of inspection activities

Description Provide oversight of inspection activities at BFN and SQN.

Employee Measurement Ensure Corporate Nuclear Licensing maintains cognizance of and communicates potentially significant inspection findings. Ensure pre-inspection self assessments are performed in a timely manner to address identified issues prior to inspection preparations for significant supplemental inspections. Provide supplemental resources to facilitate inspections, as needed, including WBN cyber security inspection.

- Due Date : 09/30/2015

Rating: 3 - Solid Performance

Weight: 20%

Comments: The performance of the organization during the period was solid. Beth and her team remained generally cognizant of potential regulatory challenges at the sites and took steps to engage the sites on effective management of such issues. The development of more effective inspection self assessments remains an area for further development which is fully understood by Beth. Beth was effective at communicating to CNL management that potential regulatory challenges existed. Beth and her team are working to become more effective in giving visibility to site issues and in communicating with the sites the most effective and appropriate response to those issues.

Created By : Wetzel, Beth A 08/28/2015 3:50PM

Last Modified By : Shea, Joseph W 09/30/2015 11:53AM

Regulatory Commitment Management

Description Improve Regulatory Commitment management process.

Employee Measurement Complete Management of Regulatory Commitments Gaps to Excellence Plan. Issue revised NPG-SPP-03.3 containing improvements identified during focused self assessment and excellence plan. Assign Licensing Program Manager to provide oversight of Commitment management process.

- Due Date : 09/30/2015

Rating: 3 - Solid Performance

Weight: 20%

Comments: Beth successfully assigned a Program Manager to this task and carefully managed the evolution of the process to address the gaps. The program will further benefit from improved visibility in terms of CNL leadership team awareness and fleet awareness of upcoming commitments, challenges to proposals to revise commitments, and metrics on commitment performance. A solid improvement.

Created By : Wetzel, Beth A 08/28/2015 3:50PM

Last Modified By : Shea, Joseph W 09/30/2015 11:53AM

Performance Objectives Summary

Rating: 4 - Strong Performance

Summary Weight: 50%

Comments:

Section 3 - Competencies

Competency 1: Accountability&Driving Results

Description Exhibits ownership for own and team performance. Translates strategic priorities into operational reality. Aligns accountabilities, resource capabilities, internal processes, and uses an ongoing measurement system to ensure priorities yield measureable and sustainable results. Demonstrates drive to improve conditions and performance.

Rating: 3 - Solid Performance

Weight:	10%	
Comments:		
Created By :	Template	08/28/2015 3:50PM
Last Modified By :	Shea, Joseph W	09/30/2015 11:53AM

Competency 2: Continuous Improvement

Description	Challenges the status quo to identify and leverage opportunities to improve existing conditions and processes. Able to generate ideas and creative solutions. Analyzes potential impact of solutions. Tests and implements improvements.	
Rating:	4 - Strong Performance	
Weight:	10%	
Comments:		
Created By :	Template	08/28/2015 3:50PM
Last Modified By :	Shea, Joseph W	09/03/2015 1:44PM

Competency 3: Leveraging Diversity

Description	Deliberately involves and embraces others when developing solutions and establishing direction. Values diversity of perspectives, experiences, and talents to promote learning, growth, and team performance. Actions and words demonstrate a respect for individuals with diverse cultures, abilities, motivations, and backgrounds.	
Rating:	4 - Strong Performance	
Weight:	10%	
Comments:		
Created By :	Template	08/28/2015 3:50PM
Last Modified By :	Shea, Joseph W	09/30/2015 11:53AM

Competency 4: Adaptability

Description	Maintains effectiveness throughout major changes in priorities, responsibilities, or environment. Handles crisis and unexpected issues with poise. Effectively adjusts behaviors to deal with changes in the work environment.	
Rating:	3 - Solid Performance	
Weight:	10%	
Comments:		
Created By :	Template	08/28/2015 3:50PM
Last Modified By :	Shea, Joseph W	09/03/2015 1:44PM

Competency 5: Effective Communication

Description	Communicates honestly and effectively with individuals and groups in a manner that helps them understand rationale behind decisions. Fosters an environment where communication is valued and concerns that are raised receive frank responses, empathy, and follow-up. Seeks inputs, checks for understanding, and gains commitment for goals.	
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Rating:	3 - Solid Performance	
Weight:	10%	
Comments:		
Created By :	Template	08/28/2015 3:50PM
Last Modified By :	Shea, Joseph W	09/03/2015 1:44PM

Competency 6: Leadership Courage

Description Courage of leaders is manifested in three key ways: the courage to take initiative and action; the courage to let go of the need to control, to trust others, and to be open to feedback and change; and the courage to raise difficult issues or voice unpopular opinions and to provide honest and critical feedback.

Rating: 4 - Strong Performance

Weight: 10%

Comments: Beth notably agreed to accept during 2014 detailed design restructuring the challenge of providing rigorous performance leadership to one of CNL's most longstanding personal performance situations. The situation involved a diverse employee who had been recognized by leadership for a considerable length of time as having basic gaps in skills and abilities to perform in an independent capacity consistent with their job classification. Beth carefully partnered with HR and devised an approach which was vetted with CNL leadership. Beth diligently worked through the performance improvement process and although ultimately unsuccessful in turning the employee performance, was in many respects of model in conscientiously applying the performance management tools.

Created By :	Template	08/28/2015 3:50PM
Last Modified By :	Shea, Joseph W	09/29/2015 10:06AM

Competency 7: Vision, Innovation & Strategic Execution

Description Designs and articulates a clear vision and strategy of the organization's long-term success. Delivers a thoughtful and creative approach to executing the plan to achieve goals, utilizing all resources and innovative techniques available. Executes a long-term business direction based on an analysis of company and external factors, systematic information, identification of improvement opportunities, and consideration of resources and market drivers.

Rating: 3 - Solid Performance

Weight: 10%

Comments:

Created By :	Template	08/28/2015 3:50PM
Last Modified By :	Shea, Joseph W	09/03/2015 1:44PM

Competency 8: Business Acumen

Description Maintains a deep understanding of industry and business trends and a knowledge of financial, market, and economic data that can support the development of external-oriented stretch goals, strategy, and action to preserve and improve TVA's position. Stays abreast of emerging ideas and technologies to apply advances that improve business results. Understands customer needs to institute systems, processes, and procedures to ensure customer satisfaction.

Rating: 3 - Solid Performance

Weight: 10%

Comments:

Created By :	Template	08/28/2015 3:50PM
Last Modified By :	Shea, Joseph W	09/03/2015 1:44PM

Competency 9: Building Organizational Talent

Description Uses knowledge of current and future business needs and challenges to actively select, develop, engage, and retain talented individuals. Identifies high potential individuals and deliberately develops them to reach full potential. Demonstrates self awareness of personal developmental needs and regularly seeks and capitalizes on learning opportunities.

Rating: 3 - Solid Performance
Weight: 10%

Comments:

Created By :	Template	08/28/2015 3:50PM
Last Modified By :	Shea, Joseph W	09/03/2015 1:44PM

Competency 10: Inspiring Trust & Engagement

Description With an awareness of the impact of own behaviors on others, builds a positive environment that motivates others to achieve and exceed organizational goals and team aspirations. Functions as a "servant leader," putting the needs of others ahead of own advancement, engages organizations in decision making and problem solving, and ensures teams and individuals have the resources they need to learn, grow, be more autonomous, and more disposed to lead themselves.

Rating: 3 - Solid Performance
Weight: 10%

Comments:

Created By :	Template	08/28/2015 3:50PM
Last Modified By :	Shea, Joseph W	09/03/2015 1:44PM

Competencies Summary

Rating: 3 - Solid Performance
Summary Weight: 50%

Comments:

Section 4 - Overall Summary

Rating: 3 - Solid Performance

Comments: Beth needs to develop a specific vision of excellence within each of the two functional areas that she manages, emerging regulatory issues and site oversight. The emerging regulatory issues process has been a significant success in FY15; however, the overall oversight processes remain undefined. The entire leadership team needs to aid in developing the specific details of the CNL site oversight processes; however, Beth with her significant experience, needs to develop specific ideas as part of the leadership team solution.

Section 5 - Manager Comments

Comments:

Section 6 - Employee Comments

Comments:

Section 7 - eSignature Section

Wetzel, Beth A

11/02/2015 9:07:18AM

Employee Signature

Date

Manager Signature

Date

Group box 14
No Attachments have been added to this document

Audit History		
Created By :	Shea, Joseph W	08/28/2015 3:50:56PM
Last Updated By :	Wetzel, Beth A	11/02/2015 9:07:18AM
Transferred From :	McBrearty, Michael	
Transferred To :	Shea, Joseph W	
Transferred By :	Rickels, David R	07/28/2015 1:00:05AM

monitored for issues that could impact TVA.

- Disseminate new emerging regulatory issues to technical leads in line organizations.

- Update emerging regulatory issues impact sheets, at a minimum quarterly, or as new information becomes available.

- Ensure new regulatory requirements are tracked via CRs and implementation is assigned to the appropriate line organization.

- Due Date : 09/30/2018

Rating: 4 - Strong
Performance

Weight: 25%

During this period, Beth and her team successfully tracked and identified the evolution of known industry wide regulatory issues and flagged the emergence of potential new industry level regulatory challenges. These were routinely discussed with issue leads in other TVA Nuclear organizations. Beth and her team used existing tools, such as the ERI briefing sheets and the CAP system to communicate changes to issues status.

Of note during this period, Beth developed an opportunity for a long term loaned employee assignment at NEI to improve NEI's support of industry regulatory efforts.

Comments: Beth's management at NEI remarked very favorably on the speed with which she became integrated into the NEI organization and expanded the capability of the NEI team. She successfully leveraged her position at NEI to continue to advocate and influence a number of issues she had worked on during her tenure as TVA ERI manager and picked up new issues to help drive industry action. Of note, her management at NEI commented favorably on (1) her proactive approach to driving accountability within the RITF, (2) seeking out diverse opinions from within the community, (3) adapting to the NEI role and workplace, (4) helping NEI facilitate communication with NRC, (5) raising complex or diverse points of view and (6) helping develop the capability of NEI to better understand the NRC's processes and points of view. Beth's performance at NEI has also been commented on favorably by senior executives at NEI.

Created By : Wetzell, Beth A 08/15/2018 8:20AM

Last Modified By : Saltich, Haleigh Reave 11/05/2018 2:05PM

Influence through Industry Participation

Description Influence Emerging Regulatory Issues through industry participation.

Employee Measurement - Actively engage in industry task forces and working groups to influence emerging regulatory issues that impact TVA, including RUG II, RITF, ROPTF and Working Group addressing revisions to Engineering Inspections.

- Take a leadership role on RITF to influence the NRC and industry on at least one specific issue.

- Fulfill duties as RUG II Chair, ensuring monthly teleconferences are conducted and face-to-face meetings with Region II management occur twice per year.

- Actively participate on the ROPTF working group addressing revisions to ROP suite of Engineering Inspections, assisting in the development of industry guidance for standard self assessments.

- Due Date : 09/30/2018

Rating: 3 - Solid Performance

Weight: 20%

During this period, Beth served as Chair of the Region II RUG. Beth was effective at identifying trends in NRC inspection findings across the Region and integrating that

Comments: information with information from other Regions via the NRUG.

Via the ROPTF, Beth also actively supported the industry initiative to revise the NRC suite of

engineering inspections and provided leadership within the Regulatory Issues Task Force. NRC and industry efforts on this project continued to make progress during the period. During the period, the NRC made a substantial change in direction on the generic issue associated with Service Life regulatory guidance which is an issue that Beth actively tracked and engaged on.

Created By : Wetzel, Beth A 08/15/2018 8:20AM
Last Modified By : Saltich, Haleigh Reave 11/05/2018 2:05PM

ERI Visibility and Communications

Description Continue to improve Emerging Regulatory Issues Program visibility through meetings and communications within NPG.

Employee Measurement - Research, prepare and conduct pre-NSIAC briefings for the CNO.

- Brief various organizations periodically on emerging regulatory issues pertaining to their group, including Engineering peer team, Projects, Licensing peer team and others, as appropriate.

- Lead Emerging Regulatory Issues briefings for the executive team at a minimum of twice a year or as requested.

- Due Date : 09/30/2018

Rating: 3 - Solid Performance

Weight: 20%

During this period, Beth and her staff developed a regimen to support the informed participation of the CNO at NSIAC and related industry executive meetings. These briefings were found informative and received favorable feedback from the CNO.

Similarly, during the period, Beth and her team conducted structured briefings to the Nuclear Executive Team and various peer teams. These briefings allowed the executives to have a common understanding of evolving industry regulatory briefings.

Comments:

Beth was persistent in her advocacy for TVA participation in an industry initiative regarding Operability Determination processes. As a result, TVA placed a highly capable individual out of the CFAM organization within this process.

The implementation of these improvements was beneficial to TVA's overall management of emerging regulatory issues and represents solid performance on this goal.

Created By : Wetzel, Beth A 08/15/2018 8:20AM
Last Modified By : Shea, Joseph W 09/21/2018 8:16AM

Leadership and Excellence in Regulatory Affairs

Description Leadership and Excellence in Regulatory Affairs

Employee Measurement Solid performance in this goal requires consistent performance in each of the following areas:

- Demonstrate safety as the highest priority. Coach others to correct improper safety behaviors and recognize positive behaviors.

- Promote a healthy nuclear safety culture by: 1) consistently demonstrating a high level of engagement in staff work; 2) taking timely action to resolve concerns raised by direct reports; and 3) effectively communicating the basis for decisions.

- Consistently manage individual performance and developmental areas. Hold individuals accountable by correcting negative behaviors and recognizing/reinforcing positive behaviors. Create and execute forward

looking plan to provide formal and informal developmental opportunities as documented in each individual's IDP. Document monthly one-on-ones (minimum of 9 for the year) with each individual via email summarizing progress on IDP and feedback relative to individual performance.

- Proactively develop and drive improvements in respective area to improve any performance gaps, encourage the use of the TCIP process to document improvements or efficiencies ensuring that every individual has submitted at least one TCIP.

- Due Date : 09/30/2018

Rating: 1 - Unsatisfactory
Performance

Weight: 15%

Comments: Beth and her team were successful in their embracing of the spirit and detail of the TCIP process indicating and understanding and support for the concept of continuous improvement as a means of ensuring the long term health of the company. Beth is rated as Unsatisfactory for this Goal. During the period, Beth was found, on the basis of an independent investigation, to have acted in violation of three TVA policies and two federal statutes that provide protection to whistle blowers. Specifically, the investigation concluded that Beth had engaged in a sustained campaign of disrespectful conduct over a lengthy period of time. The disrespectful conduct included repeated insinuations by Beth that her supervisor had initiated inappropriate investigations of TVA employees for vindictive motives, despite Beth having no reasonable basis or specific factual knowledge to support those insinuations. This misconduct hindered her supervisor's ability to execute her own (supervisor's) job responsibilities and undermined her supervisors standing with her subordinates. This performance was directly contrary to the development of a healthy nuclear safety culture and by itself leads to the assessment of this goal as Unsatisfactory.

Created By : Wetzal, Beth A 08/15/2018 8:20AM

Last Modified By : Saltich, Haleigh Reave 11/05/2018 2:05PM

Regulatory Conscience in the Corrective Actions Program

Description Demonstrate a healthy regulatory conscience through implementation of the corrective action program.

Employee Measurement - Provide the regulatory conscience at corporate MRC meetings as the primary MRC representative from Licensing, including ensuring MRC representatives understand potential regulatory risks associated with CRs and ensuring CRs.

- Write CRs and encourage others to write CRs. Ensure CAP actions are completed on time and meet management expectations.

- Assist in implementation of CAP-02 initiative and perform duties as an NRUG member in communicating CAP-02 initiative, demonstrating that regulatory requirements continue to be met through a robust and regulatory compliant corrective action program.

- Due Date : 09/30/2018

Rating: 3 - Solid Performance

Weight: 10%

Beth is assessed as Solid in this performance area.

Beth and her team initiated CRs throughout the period to address matters of both group and fleet performance. Actions developed through the CAP process were reasonably developed and implemented.

Comments: Beth was a key industry leader in the rollout of the CAP-02 initiative under the "Delivering the Nuclear Promise" project. Specifically Beth advocated for an effort to brief NRC managers and individual contributors on the changes to utility CAP implementation that would occur under the CAP-02 initiative. She facilitated discussion with NRC leaders to coordinate the appropriate forum and message for the briefings. Finally, she was the lead industry participant at least

one of the specific NRC rollout presentations

Created By :	Wetzel, Beth A	08/15/2018 8:20AM
Last Modified By :	Saltich, Haleigh Reave	11/05/2018 2:05PM

Regulatory support for fleet issues

Description Provide regulatory support for fleet issues such as the Fukushima project, AWA audit and response to generic correspondence.

Employee Measurement - Effectively manage regulatory support for the Fukushima project, ensuring both technical and licensing personnel are effectively engaged and responsive to NRC issues and concerns.

- Ensure regulatory correspondence for fleet regulatory issues is of high quality and meets management expectations.

- Communicate expectations to stakeholders at kickoff meetings.

- Escalate when submittal expectations that affect the submittal are not maintained by stakeholders.

- Ensure open communications with the NRC during the AWA audit. Promptly communicate regulatory concerns that pose a potential project risk to NPG management.

- Due Date : 09/30/2018

Rating: 2 - Inconsistent
Performance

Weight: 10%

Comments: Beth and her team successfully supported a number of important ongoing fleet issues including the advancement of TVA's long running efforts to establish a state of art regulatory basis for TVA 's nuclear fleet approach to external flooding (the AWA project). This project completed a successful complex regulatory audit. Beth and her team appropriately elevated concerns with evolving NRC positions within this project. Beth and her team developed several pieces of correspondence related to generic issues. One particular product related to TVA's response related to Anchor Darling check valve concerns was notably problematic in terms of the approach to answering the NRC's questions, inconsistent inputs from the sites and inconsistent validation basis. Overall this goal is assessed as inconsistent.

Created By :	Wetzel, Beth A	08/15/2018 8:20AM
Last Modified By :	Saltich, Haleigh Reave	11/05/2018 2:05PM

Performance Objectives Summary

Rating: 3 - Solid Performance

Summary Weight: 50%

Comments:

Section 3 - Competencies

Competency 1: Accountability&Driving Results

Description Exhibits ownership for own and team performance. Translates strategic priorities into operational reality. Aligns accountabilities, resource capabilities, internal processes, and uses an ongoing measurement system to ensure priorities yield measureable and sustainable results. Demonstrates drive to improve conditions and performance.

Rating: 2 - Inconsistent
Performance

Weight: 10%

Comments:

Created By :	Template	08/15/2018 8:20AM
Last Modified By :	Henderson, Erin Kathleen	08/15/2018 8:29AM

Competency 2: Continuous Improvement

Description Challenges the status quo to identify and leverage opportunities to improve existing conditions and processes. Able to generate ideas and creative solutions. Analyzes potential impact of solutions. Tests and implements improvements.

Rating: 3 - Solid Performance

Weight: 10%

Comments:

Created By :	Template	08/15/2018 8:20AM
Last Modified By :	Henderson, Erin Kathleen	08/15/2018 8:29AM

Competency 3: Leveraging Diversity

Description Deliberately involves and embraces others when developing solutions and establishing direction. Values diversity of perspectives, experiences, and talents to promote learning, growth, and team performance. Actions and words demonstrate a respect for individuals with diverse cultures, abilities, motivations, and backgrounds.

Rating: 1 - Unsatisfactory
Performance

Weight: 10%

Comments:

Created By :	Template	08/15/2018 8:20AM
Last Modified By :	Henderson, Erin Kathleen	08/15/2018 8:29AM

Competency 4: Adaptability

Description Maintains effectiveness throughout major changes in priorities, responsibilities, or environment. Handles crisis and unexpected issues with poise. Effectively adjusts behaviors to deal with changes in the work environment.

Rating: 3 - Solid Performance

Weight: 10%

Comments:

Created By :	Template	08/15/2018 8:20AM
Last Modified By :	Henderson, Erin Kathleen	08/15/2018 8:29AM

Competency 5: Effective Communication

Description Communicates honestly and effectively with individuals and groups in a manner that helps them understand rationale behind decisions. Fosters an environment where communication is valued and concerns that are raised receive frank responses, empathy, and follow-up. Seeks inputs, checks for understanding, and gains commitment for goals.

Rating: 2 - Inconsistent
Performance

Weight: 10%

Comments:

Created By : Template 08/15/2018 8:20AM

Last Modified By : Henderson, Erin Kathleen 08/15/2018 9:05AM

Competency 6: Leadership Courage

Description Courage of leaders is manifested in three key ways: the courage to take initiative and action; the courage to let go of the need to control, to trust others, and to be open to feedback and change; and the courage to raise difficult issues or voice unpopular opinions and to provide honest and critical feedback.

Rating: 2 - Inconsistent
Performance

Weight: 10%

Comments:

Created By : Template 08/15/2018 8:20AM

Last Modified By : Henderson, Erin Kathleen 08/15/2018 9:05AM

Competency 7: Vision, Innovation & Strategic Execution

Description Designs and articulates a clear vision and strategy of the organization's long-term success. Delivers a thoughtful and creative approach to executing the plan to achieve goals, utilizing all resources and innovative techniques available. Executes a long-term business direction based on an analysis of company and external factors, systematic information, identification of improvement opportunities, and consideration of resources and market drivers.

Rating: 3 - Solid Performance

Weight: 10%

Comments:

Created By : Template 08/15/2018 8:20AM

Last Modified By : Henderson, Erin Kathleen 08/15/2018 8:29AM

Competency 8: Business Acumen

Description Maintains a deep understanding of industry and business trends and a knowledge of financial, market, and economic data that can support the development of external-oriented stretch goals, strategy, and action to preserve and improve TVA's position. Stays abreast of emerging ideas and technologies to apply advances that improve business results. Understands customer needs to institute systems, processes, and procedures to ensure customer satisfaction.

Rating: 3 - Solid Performance

Weight: 10%

Comments:

Created By : Template 08/15/2018 8:20AM

Last Modified By : Henderson, Erin Kathleen 08/15/2018 8:29AM

Competency 9: Building Organizational Talent

Description Uses knowledge of current and future business needs and challenges to actively select, develop, engage, and retain talented individuals. Identifies high potential individuals and deliberately develops them to

reach full potential. Demonstrates self awareness of personal developmental needs and regularly seeks and capitalizes on learning opportunities.

Rating: 1 - Unsatisfactory
Performance

Weight: 10%

Comments:

Created By : Template 08/15/2018 8:20AM

Last Modified By : Shea, Joseph W 09/21/2018 9:05AM

Competency 10: Inspiring Trust & Engagement

Description With an awareness of the impact of own behaviors on others, builds a positive environment that motivates others to achieve and exceed organizational goals and team aspirations. Functions as a "servant leader," putting the needs of others ahead of own advancement, engages organizations in decision making and problem solving, and ensures teams and individuals have the resources they need to learn, grow, be more autonomous, and more disposed to lead themselves.

Rating: 1 - Unsatisfactory
Performance

Weight: 10%

Comments:

Created By : Template 08/15/2018 8:20AM

Last Modified By : Henderson, Erin Kathleen 08/15/2018 9:05AM

Competencies Summary

Rating: 2 - Inconsistent
Performance

Summary Weight: 50%

Comments: The evaluation of Beth's performance against TVA competencies are presented here in a single discussion. During the period, Beth was found, on the basis of an independent investigation, to have acted in violation of three TVA policies and two Federal statues that provide protection to whistle blowers. Specifically, the investigation concluded that Beth had engaged in a sustained campaign of disrespectful conduct over a lengthy period of time. The disrespectful conduct included repeated insinuations by Beth that her supervisor had initiated inappropriate investigations of TVA employees for vindictive motives, despite Beth having no reasonable basis or specific factual knowledge to support those insinuations. This misconduct hindered her supervisor's ability to execute her own (supervisor's) job responsibilities and undermined her supervisors standing with her subordinates.

This behavior is not acceptable by TVA employees and less so by individuals holding leadership positions.

With respect to specific competencies, the behaviors identified during the investigation represent unsatisfactory performance in (1) Inspiring Trust and engagement insofar as the behavior exhibits a lack of awareness of her behaviors of others, (2) Building Organizational Talent in that the behavior represents a significant lack of self awareness, (3) Leveraging Diversity in that the behaviors represent a significant lack of respect or individuals with diverse cultures, abilities, motivations, and backgrounds.

The behaviors identified during the investigation when combined with other insights on competencies throughout the year resulted in assessments of inconsistent in the Competencies of (1) Leadership Courage, (2) Effective Communication and (3) Accountability and Driving for results.

With regard to (1) Business Acumen, (2) Vision and Innovation, (3) Adaptability, and (4) Continuous Improvement, Beth's actions throughout the year lead the implementation of a reliable regimen of executive level awareness of ERI matters, her willingness to identify improvement opportunities for other parts of TVA to improve their support for ERI and most notably her development of the opportunity to serve at NEI and her integration at NEI represent very solid behaviors.

Overall, her competencies are assessed as inconsistent.

Section 4 - Overall Summary

Rating: 2 - Inconsistent
Performance

Comments:

Section 5 - Manager Comments

Comments:

Section 6 - Employee Comments

Comments:

Section 7 - eSignature Section

Audit History		
Created By :	Henderson, Erin Kathleen	08/15/2018 8:20:44AM
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