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A CONTRACT ON SAFETY

Mentor Frank McCoig (left) and Millwright Apprentice Phillip Ashley of Bowen Engineering Corp. work on a recycle pump coupling for the scrubber at Bull Run Fossil Plant. The Tri-Lateral Safety Alliance Craft Mentoring Program is focusing on the skills and knowledge for apprentices to improve safety on the job.

The Tri-Lateral Safety Alliance Craft Mentoring Program is a pilot with five unions at Bull Run Fossil Plant. It links seasoned professional craftworkers with apprentices to enhance safety awareness.

Rigging, welding, climbing. Sound dangerous? They could be — without the proper training.

Through the Tri-Lateral Safety Alliance Craft Mentoring Program, contract apprentices on the flue-gas-desulfurization, or scrubber, project at Bull Run Fossil Plant are gaining the skills and knowledge to improve safety on the job. Although only a couple of months old, this pilot program is planned for other fossil plants and unions, as well.

Boilermaker Apprentice Zach Hollins

and his mentor, Journeyman and Job Steward Bruce Behre, live and breathe safety on a daily basis.

“All of our journeymen take pride in bringing in apprentices into the craft program,” Behre says. “Everyone helps and supports each other. For example, if Zach has a particular area he needs help in — such as fall protection — I get with his foreman and work with Zach.

“I’m glad to be part of the pilot, and I want to see it succeed.”

Behre and Hollins are members of

the crew working with ADVATECH subcontractor Chicago Bridge & Iron on the Bull Run scrubber construction. ADVATECH is the partner contractor for the project and a member of TLSA.

Hollins says he has not seen a serious accident in the two years he’s been in the boilermaker-apprentice program.

“If I didn’t have someone to ask the proper ways to be tied off, I could have an accident,” says Hollins. “I’ve found

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Compact fluorescent bulbs lower home energy use

As this summer’s heat wave brought home in dramatic fashion, energy use in the Tennessee Valley is increasing and shows no sign of slowing down anytime soon. But cutting part of that growth could be as simple as changing a light bulb.

Fluorescent lights, those long tubular bulbs in virtually every office in the country, use much less energy — about two-thirds less — than normal incandescent bulbs. With the advent of compact fluorescent bulbs, or CFLs, fluorescents have made their way out of the office and into home lighting fixtures where they can last up to 10 years before needing to be replaced.

“CFLs cost a little more initially, but their longevity and energy savings make them a much better deal in the long run,” says Angela Carroll, TVA marketing manager for Residential Products. “If you are using a 60-watt incandescent bulb in a reading lamp, you could replace that bulb with a 15-watt CFL. The energy savings over the life of the bulb could be as much as \$40.”

Choosing the right CFL

Carroll says there are several things to consider when purchasing a CFL. First, compare CFL bulb wattage to the equivalent incandescent you are replacing. Manufacturers include this information on the packaging in common terms such as “Soft White 60” or “60-Watt Replacement.” Next, check the lumen rating. The higher the lumen rating, the greater the light output.

CFLs are available in varying shades of white light. For example, most CFLs provide a soft white light for your home. However, you should choose a cooler color if you require task lighting. Look for an ENERGY STAR-qualified CFL for the right application, and you should not have any problems with satisfaction.

“ENERGY STAR recommends using CFLs in open fixtures that allow airflow, such as table and floor lamps, wall sconces, pendants and outdoor fixtures that are used at least 15 minutes at a time or

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what's new in employee news

Flu season begins this month

Employees and non-Medicare-eligible retirees covered under TVA’s medical plans have a \$250 preventive-care benefit available that can be used for flu shots.

An annual flu shot can greatly reduce your risk of getting the aches, fever and fatigue brought on by flu. Ask your doctor about flu vaccines soon.

In general, adults and children in good health should get a flu shot to help them stay healthy.

According to the Centers for Disease Control, the following high-risk people should get a flu shot early in the flu season (which lasts October through May):

- People age 65 or older
- Children from 6 to 23 months old
- Women who will be three or more months pregnant during the flu season
- Adults or children with chronic health conditions
- People living in a nursing home or other chronic-care facility.

Thanks to Blue Cross Blue Shield of Tennessee for assisting with this information. For more information, go to www.bcbst.com.

inside TVA

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DCOP arrow now up; five of nine now on target

At the end of August, five of the nine performance measures on the 2007 Winning Performance TVA Balanced Scorecard were on target, thanks to a change in the Delivered Cost of Power measure.

As *Inside TVA* went to press, the September results were coming in, and year-end results were being calculated to determine any 2007 incentive awards.

Also, the TVA Board has approved the 2008 Winning Performance Balanced Scorecard. Look for more information on the 2007 results and the 2008 scorecard in *TVA Today* and *Inside TVA* in the coming weeks.

“As of August, DCOP was forecasted to be better than target due primarily to increased sales volume in July and August, lower benefit and pension expense costs due to changes in actuarial assumptions, and lower interest expense,” says Wesley Fuller, an analyst in the Chief Financial Office.

Delivered Cost of Power (excluding Fuel Cost Adjustment, or FCA, costs) represents the cost in dollars of megawatt-hours of power sold to customers. The measure emphasizes how employees can contribute to keeping TVA’s power affordable.

In other balanced scorecard updates, the forecast for the Connection Point Interruptions measure was worse than its baseline target, but recovery was possible.

Winning Performance

TVA Balanced Scorecard for August 2007

	Weight	Status	Actual YTD	Plan YTD	Year-End Forecast	Baseline	G O A L S	Mid	Stretch
People									
• Safe Workplace** <i>(Recordable injuries/hours worked)</i>	10%	↑	1.47	1.82	1.82	1.82		1.56	1.30
• Productivity (\$/MWh sales)	10%	↓	9.50	9.31	9.65	9.47		9.42	9.37
Customer									
• Connection Point Interruptions <i>(Interruptions per connection point)</i>	15%	➡	0.78	0.78	0.85	0.84		0.81	0.78
• Customer Satisfaction Survey* <i>(percent satisfied)</i>	10%	↑	86.8	82.3	87.5	82.0		84.0	86.0
• Economic Development <i>(jobs + investments + job impact)</i>	5%	↑	134	100	130	100		115	130
Operations									
• Equivalent Availability Factor (ratio)	15%	↑	87.7	86.9	87.8	87.2		87.7	88.2
• Environmental Impact* (index)	10%	↓	74.9	67.1	91.4	65.2		58.3	50.6
Financial									
• Delivered Cost of Power Excluding FCA Costs	20%	↑	31.44	32.50	32.10	32.61		32.41	32.21
• FCA Costs (\$/MWh sales)	5%	↓	19.29	17.59	19.35	17.54		17.19	16.84

* Actuals reported quarterly

** Includes TVA and Staff Augmented Employees. Hearing events are excluded. Any TVA employee or staff augmentation contractor fatality will prevent payout for this indicator at the TVA level as well as affected SBU/BU.

Status:

- ↑ = Forecast at or better than Baseline
- ➡ = Forecast worse than Baseline, but recovery is possible
- ↓ = Forecast worse than Baseline, and recovery is unlikely

This scorecard has been posted on the Winning Performance section of TVA’s internal Web site.

The forecasts for Productivity, Environmental Impact and FCA Costs measures were worse than their baseline targets, and recovery was unlikely.

Employees are encouraged to regularly review scorecard results and improvement action plans in their business areas.

— CAROLYN MINTER

Reduce peak demand — it can be done

Results look promising for a pilot program that asked selected businesses and industries to cut their electricity use when demand for power was high and supplies tight. In return, the customers received a payment for their reduction in electric load.

It’s a good deal for TVA and the customers.

TVA’s Chattanooga Office Complex was one of 38 large business sites participating in the energy-reduction pilot program during July and August. The pilot focused on helping TVA and local distributors assess the potential for reducing peak electricity demand through the cooperation of a group of commercial, institutional and industrial businesses.

Now the jury is in, and the results look good, says Ed Colston, TVA manager of Market Research & Evaluation.

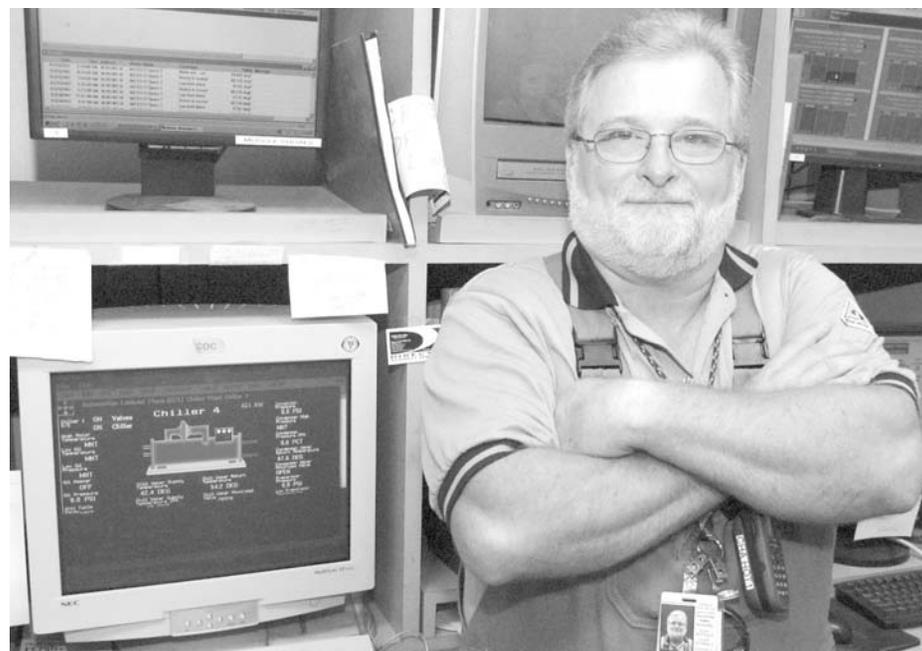
“The results indicate that the process and technology works, and we can successfully reduce commercial and industrial demand through an outside firm that specializes in remote load control and monitoring,” Colston says.

Earlier this year, TVA selected EnerNOC Inc., a leading developer and provider of clean and “intelligent” power solutions, to conduct the pilot. EnerNOC, based in Boston, Mass., installed load-monitoring equipment at the COC and the other locations. EnerNOC monitors the equipment remotely from its Network Operations Center, or NOC, in Boston.

When TVA wanted a demand reduction, the NOC notified participating businesses to reduce their electric loads by an agreed-upon amount.

“Overall, we had a 99-percent average response,” Colston says. “Sometimes we received a little more reduction than called for, and sometimes a little less, but all-in-all the average was near 100 percent. We believe this is an excellent outcome, considering the small number of businesses participating in the pilot.”

Colston says in broader application, many more businesses would be involved, allowing EnerNOC much more flexibility around



Bob Barger, Chattanooga Facilities Maintenance Building technician, uses a computer in the Data Center basement when EnerNOC calls to reduce power demand.

which businesses were asked to reduce and when.

“More participants increase the probability of getting the reduction you’re asking for,” Colston says. “That’s because a given business might not achieve its goal every time you want a reduction, but another one may exceed its goal.”

The businesses in the pilot supplied about four megawatts of demand response, equivalent to the demand from 900 average Tennessee Valley homes.

Colston says TVA is still evaluating the results of the pilot and will make decisions on the future of the program in the coming months.

— FRANK RAPLEY

Home energy use

continued from page 1

several hours a day," Carroll says. "Swapping out bulbs in closets would probably be a low priority. The best areas to use qualified CFLs are places like family rooms,



Creative Services' Clerlinda Mynatt uses a compact fluorescent lightbulb in her lamp.

kitchens, bedrooms and dining rooms. ENERGY STAR-qualified CFLs have a warranty, so if a bulb fails within the warranty period, return it to your retailer."

CFLs do have a few limitations. For instance, they don't perform well in cold temperatures. Vibration may shorten their life, so it is probably not a good idea to use them in ceiling fans. You should also buy specially marked bulbs if you plan to use them outdoors, in enclosed fixtures or with dimmer switches.

Safe bulb disposal

Mercury is an essential component of any fluorescent bulb, including CFLs. It allows the bulb to be an efficient light source. CFLs contain only a small amount of mercury, an average of 5 milligrams, sealed within the glass tubing. That's about the amount that would cover the tip of a ballpoint pen. By comparison, older thermometers contain 500 milligrams of mercury. No mercury is released when the bulbs are intact or in use.

"Since CFLs are made of glass, they can break if dropped or handled roughly," Carroll says. "Always screw and unscrew the lamp by its base — not the glass — and never forcefully twist the CFL into a light socket."

If a CFL breaks in your home, the Environmental Protection Agency recommends you open a window to disperse any vapor that may escape, carefully scoop up the fragments with stiff paper or cardboard and place them in a plastic bag that can be sealed.

Do not use a vacuum or broom to clean up a broken CFL on hard surfaces. Wipe the area with a disposable paper towel or wet wipe to remove all glass fragments. Place all the clean-up items and fragments in a second sealable plastic bag and put both bags into an outdoor trash container. If possi-

ble, wear plastic gloves and be sure to wash your hands thoroughly afterward.

If a fluorescent bulb breaks on a rug or carpet, first remove all the materials you can without using a vacuum cleaner, then follow the steps above. Sticky tape, such as duct tape, can be used to pick up small pieces and powder. If vacuuming is needed after all visible materials are removed, vacuum the area where the bulb was broken. Then remove the vacuum bag or empty and wipe the canister. Put the bag or vacuum debris into two plastic bags and seal. Place both bags into an outdoor trash can.

Used CFLs should be disposed of properly. The EPA recommends taking advantage of local recycling options for CFLs. Contact your local municipal solid-waste agency or go to www.epa.gov/bulbrecycling for locations.

— FRANK RAPLEY

Facts about CFLs

If every American home replaced just one light bulb with an ENERGY STAR-qualified bulb, we would save enough energy to light more than 3 million homes for a year, more than \$600 million in annual energy costs and prevent greenhouse gases equivalent to the emissions of more than 800,000 cars.

ENERGY STAR-qualified bulbs —

- Use about 75 percent less energy than standard incandescent bulbs and last up to 10 times longer.
- Save about \$30 or more in electricity costs over each bulb's lifetime.
- Produce about 75 percent less heat, so they're safer to operate and can cut energy costs associated with home cooling.
- Are available in different sizes and shapes to fit in almost any fixture, for indoors and outdoors.

Source: www.energystar.gov

ACROSS TVA



Gallatin Fossil Plant Unit Operator Eddie Arnell IV shows (from left) Tri-County Electric Membership Corp.'s Ray Goad, board member; Paul Thompson, general manager; Tony Bentle, board member; TVA Valley Relations' Nancy Shelton; and George Cowan, Tri-County board member, the new control system that was recently put in place for units 1 and 2. Gallatin recently hosted Tri-County board members for the utility's monthly meeting and annual offsite. Tri-County is TVA's 16th-largest distributor in number of retail customers. It serves just under 50,000 members in Clay, Macon, Sumner and Trousdale counties in Tennessee and Allen, Cumberland, Metcalfe and Monroe counties in Kentucky. Tri-County kilowatt-hour sales exceed 1.2 billion annually with more than \$65 million in wholesale power cost.

Fishing tournament benefits the CFC

The Kingston Fossil Plant CFC Benefit Fishing Tournament raised \$800 for Roane County (Tenn.) organizations supported by the Combined Federal Campaign. The tournament, which the plant plans to make an annual CFC event, was held Aug. 18 in Rockwood. Kingston employees Harlan Jackson and Beth Jackson coordinated this year's tournament. Thirty-three boats participated. Several door prizes were awarded, in addition to the following prizes:

1st Place: (15.72 lbs.) Scott Johnston and Bobby Shubert; 2nd Place: (15.66 lbs.) Doug Plemons; 3rd Place: (15.64 lbs.) Jimmy Smith and Mike Smith; Big Fish Pot — biggest smallmouth (3.28 lbs.): Jimmy Smith and Mike Smith; biggest largemouth (5.68 lbs.): Sam Baldwin and Doug Whalen; Notable mentions: Asa Armour and Jonathan Boiling (12.54 lbs.); Nathan Cronan and Lee Turpin (7.46 lbs.); Dean Kidd and John Justice (6.40 lbs.); Denny Hensley and John Stout (1.98 lbs.)

Saluting 'excellent' employees

Once again, employee achievements will get red-carpet recognition when Salute to Excellence takes place on Wednesday, Dec. 12, in Chattanooga.

From Oct 16-30, TVA will accept employees' nominations for the awards program that debuted in 2005 to recognize employee achievements in work performance, cost savings and innovations, environmental excellence and customer service.

The purpose of the program is to recognize and appreciate employees who contribute significantly to TVA successes. The awards represent the highest level of recognition an employee or team can receive from TVA, and all of the categories offer monetary awards. More than 200 nominations were made during the 2006 program.

The Salute to Excellence nomination forms will be available through TVA's internal Web site on Oct. 15.

Showing they care

Kelley Johnson (left), a Human Resources consultant for the Nuclear Power Group, and Althea Reid of Staffing & Recruiting were among the many employees who participated in the Greater Chattanooga Area Combined Federal Campaign Day of Caring events Sept. 14. Johnson and Reid assembled gift bags for children and nursing-home residents and helped organize the donation room for the Salvation Army. This year's Chattanooga CFC kicked off Sept. 12 with the annual street fair on Broad Street. Attendees could visit more than 80 agency booths. Lunch, free ice cream, music, a dunking booth, the CFC Jail and door prizes also were part of the activities. Proceeds from meals, the dunking booth and "bail" will support the CFC. TVA's goal for the 2007 campaign, which will run through October, is \$1 million. The Chattanooga Area CFC serves 20 counties in southeast Tennessee, north Georgia and northeast Alabama.



A contract on safety *continued from page 1*

that when I get into a situation, now I automatically remember what to do. That's from being taught and shown."

Keeping their minds on safety

Millwright Journeyman and mentor Chris McDeerman and Apprentices Josh Bolton and Phillip Ashley find themselves in similar at-risk positions. McDeerman has been a millwright about 15 years, Bolton about two-and-a-half years and Ashley six months.

"Our work can be dangerous," says McDeerman, who is foreman of five workers with Bowen Engineering Corp. "We have to have our minds on what we're doing. That's why we preach safety 24 hours a day.

"Some of the work we do is with rotating equipment. We have to watch out to make sure no one gets an arm stuck in the equipment. Every morning we have a pre-job briefing and every evening we meet to make sure no one got hurt."

And he grades each apprentice on Tri-Lateral Safety Alliance safety-criteria categories.

"These apprentices are doing very good," McDeerman says. "I'm proud to be their mentor. I've never caught

them doing anything unsafe."

Teaching the 'dos and don'ts'

Pipefitter Journeyman and Job Steward Frank Ruckart's mentee Apprentice Jason Lavender recently graduated to journeyman, so Ruckart and Journeyman Max Barkyoub are co-mentoring Apprentice Josh Kidd.

"We were asked if anyone would be interested in mentoring, and we volunteered," says Ruckart. "We're teaching the 'dos and don'ts' of the job, and our top priority is safety. We make sure we all go home in the same shape we came to work in."

Installing 25,000 linear feet of pipe for the plant's air- and water-cooling systems requires high work — rigging, scaffolding and cranes.

"This is my first TVA job," says Kidd, who is completing his first year in the five-year apprenticeship program. "I'm learning the safe way — like understanding crane signals and the right way to hook up pipe. My mentors watch me. Although the classroom safety training I had the first six months of the program was excellent, I believe this on-the-job experience makes us safer workers." — NANCY CANN

Alliance centered on safety

The Tri-Lateral Safety Alliance is a partnership between TVA, its partners and the representative unions. It was organized to "speak with one voice" on safety and emphasizes employee and contractor safety intervention. One of the initiatives to come out of TLSA discussions was the Craft Mentoring Program.

"We have a lot of contractors working onsite at most of our facilities," says Ken McVay, senior manager of Safety. "Not only are we emphasizing safety to all TVA employees, we are providing a program centered on improving safety performance for contract workers.

"The Tri-Lateral Safety Alliance reinforces the need for mentors and apprentices to value safety, identify at-risk behaviors and intervene to correct them. In a few years, these apprentices will be the journeymen and foremen who will drive the accident-free culture we all want to achieve."

Bob Summers, vice president for Fossil Projects and a member of the TLSA Craft Mentoring Program subteam, says TVA plans to expand the Craft Mentoring Program beyond the five crafts — ironworkers, carpenters, pipefitters, boilermakers and electrical workers — currently in the pilot program at Bull Run Fossil Plant.

"The program is designed to eliminate at-risk behaviors through better safety awareness for workers and co-workers," Summers says. "Our goal in having seasoned professionals assigned as mentors to new apprentices is to make the apprentices' work experience better. The journeyman mentors offer interpersonal support, guidance, knowledge-sharing and role-modeling. We believe this program will benefit the journeymen and apprentices, as well as the contract partners and TVA."



Mentor and Millwright Journeyman Chris McDeerman (left) and Millwright Apprentice Josh Bolton set a level to shoot the base plate on the absorber.



Pipefitter Apprentice Josh Kidd (left) and mentor and Journeyman Max Barkyoub rig a pipe to be delivered to the absorber from the laydown yard.



Mentor and Boilermaker Bruce Behre (left) and Apprentice Zach Hollins of ADVATECH subcontractor Chicago Bridge & Iron lay out the limestone silo cone radius.

Help wanted: TVA craft positions

With TVA's workforce retiring and TVA's focus on sustainable performance, the company is recruiting external candidates for certain positions.

"Current employees are great sources for identifying potential candidates who are qualified for TVA positions," says Mary Bach, senior manager of Staffing & Recruiting. "However, we encourage employees to review the job qualifications before contacting friends and professional acquaintances."

The following are some recruiting areas for craft-training programs to meet TVA's business needs at fossil and nuclear plants, as well as apprenticeship pro-

grams in the transmission organization:

- Student generating-plant operator
- Instrument mechanic
- Electrical technician
- Mechanical technician
- Hydro technician
- Lineman apprentice
- Electrical apprentice

Descriptions of these training programs and apprenticeships, including qualifications, are on TVA's external employment Web site at www.tva.com/employment.

Qualified people can apply on positions posted on the Web site by following

these steps:

1. Create an account.
2. Input a resume.
3. Apply on specific job opening.

Other recruiting for entry-level positions includes health-physics technicians, radiological-protection technicians and college recruit engineers who enter a four-year progression plan.

"TVA will post training programs and apprenticeships throughout the next several years as the need for training classes is identified," Bach says. "They are typically announced about six months before the class is scheduled to start."

