

## BUSINESS EDUCATION 2007 Strategic Plan

### CHI results need improvement

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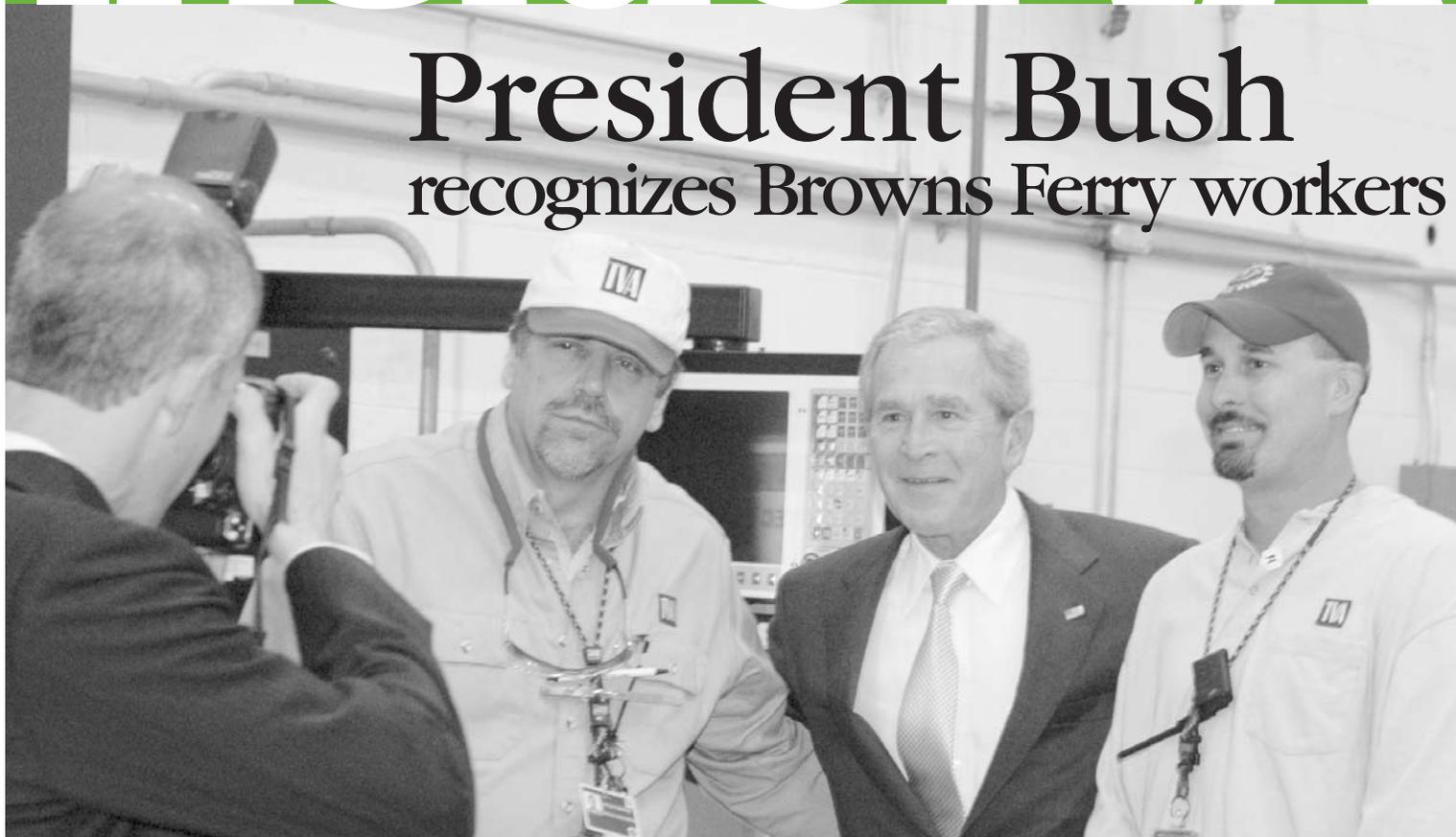
### Enterprise Systems Program reshaping processes

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### Be healthier with HealthCheck

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## President Bush recognizes Browns Ferry workers



Browns Ferry Nuclear Plant Mechanical Shop Alpha Level III Technicians Greg Bradford (left) and Darian Mitchell (right) pose with President Bush during the president's tour of Browns Ferry Nuclear Plant June 21.

**D**uring his visit to Browns Ferry Nuclear Plant on June 21, President George W. Bush recognized the work of TVA employees and contract workers to restart Browns Ferry Unit 1.

The President addressed plant employees and guests in a recognition ceremony following a tour of Unit 1, which TVA restarted in May, completing one of the most extensive restart efforts in the nuclear industry.

"Thanks for the invitation to tour this impressive facility," the President said.

"The restart of Browns Ferry Unit 1 represents the first nuclear reactor to come online in the United States in more than a decade.

"I thank all the employees who work here. Thanks for what you're doing, for being skillful, thanks for working hard and thanks for helping the country.

"If you're interested in cleaning up the air, then you ought to be an advocate for nuclear power."

Program Manager Billy Hargrove said the President's visit was an important step

forward for Browns Ferry. "It's a signal to the whole country that our energy is safe and viable," said Hargrove, whose department monitors radiation in workers.

Design Engineer Jason Jackson said, "Those of us who work at nuclear plants know they're safe, reliable and low cost. But it was nice to hear the White House also say so."

Unit 1, idled since 1985, is the first nuclear reactor to be started in the United

See "President visits Browns Ferry" on page 2

## what's new in employee news

### TVA documentary to be filmed this summer

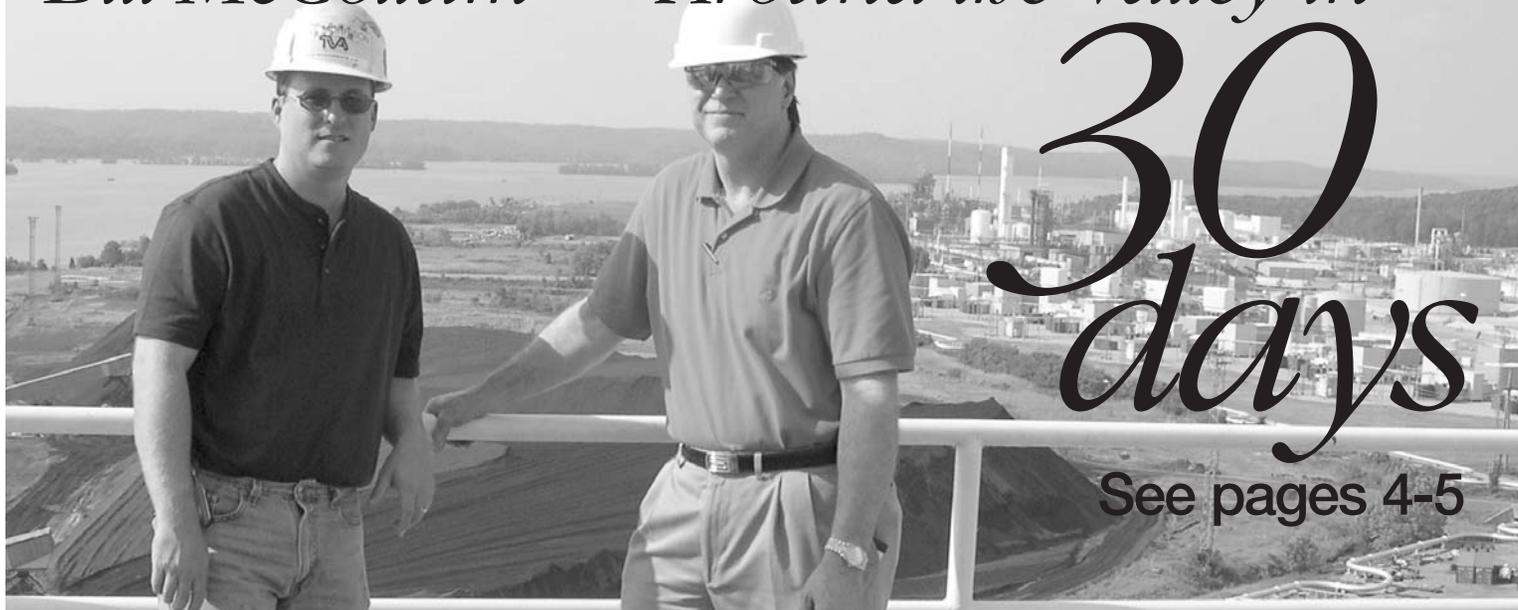
TVA employees are being asked to share their stories and recollections for possible use in a new TVA documentary. The film is being sponsored by BVI, an organization of TVA retirees, to honor TVA on its 75th anniversary.

Filming will begin in July under the direction of Sean and Andrea Fine, award-winning directors from the Washington, D.C. area.

The directors are asking TVA employees to contribute personal or family stories on any of the following topics: Anecdotes about how hard life was in the Valley before TVA; how TVA changed life in the Valley; stories of sacrifice, such as how displaced families made the biggest sacrifice for the good of the Valley; and stories related to such facilities as Norris Dam, Fontana Dam, Muscle Shoals Locks, Wilson Dam, Oak Ridge, Douglas Dam, and TVA fossil and nuclear plants.

E-mail a brief description of the stories you can tell to [documentary@MyBVI.org](mailto:documentary@MyBVI.org) or call 1-888-257-9374 and leave a brief message.

## Bill McCollum — Around the Valley in



# 30 days

See pages 4-5

Johnsonville Fossil Plant May 24 — Plant Manager Bill Morrison (left) and Chief Operating Officer Bill McCollum stand on the Unit 1 precipitator roof at Johnsonville Fossil Plant. Visiting more than 20 sites, talking with hundreds of employees and gathering scads of information on TVA's operations were Bill McCollum's first order of business during his first 30 days as chief operating officer. For a sampling of his tour, see pages 4-5.



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# President visits Browns Ferry continued from page 1

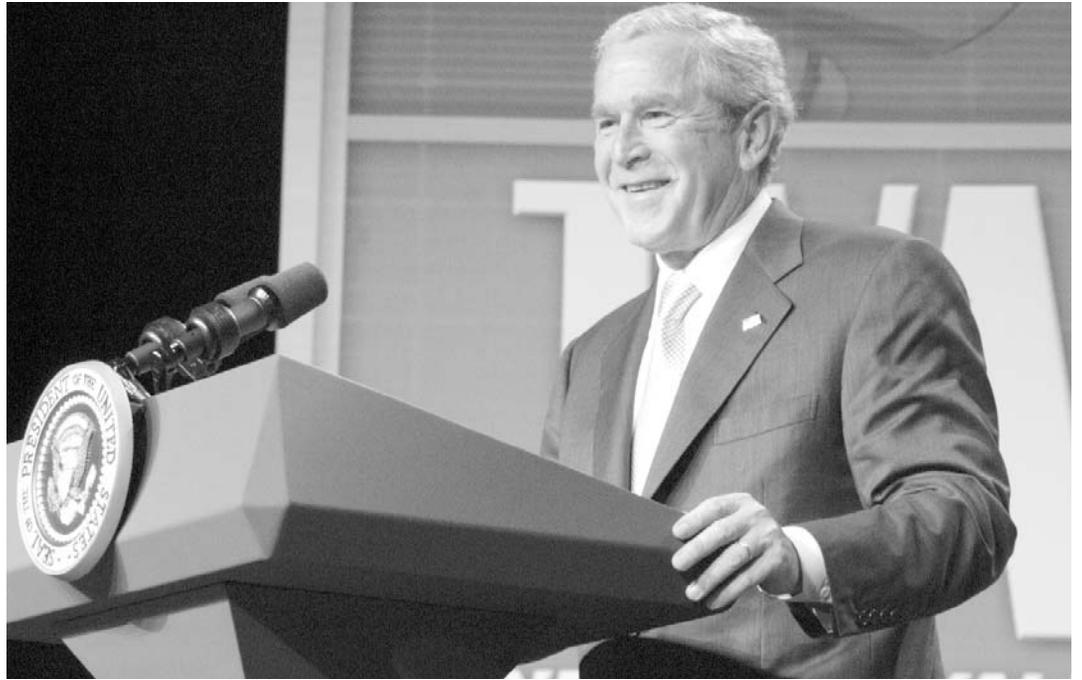
States this century and the first since TVA started Watts Bar Nuclear Plant in 1996.

TVA Chairman Bill Sansom addressed the employees and contract workers before introducing the President. Director Skila Harris also spoke.

"This day is really a tribute to the employees," Sansom said. "We have delivered this project exactly when we said we would — five years after the TVA Board's decision to restart it. Returning Unit 1 to service will provide a safe, clean and efficient source of energy for the Tennessee Valley."

All eight TVA Board members attended the ceremony. Others included U.S. Sen. Jeff Sessions of Alabama, U.S. Reps. Bud Cramer and Jo Bonner of Alabama, U.S. Energy Secretary Samuel Bodman, Nuclear Regulatory Commission Chairman Dale Klein and former TVA Chairman Glenn McCullough.

"We are pleased that President Bush came to Browns Ferry today to recognize the significance of the restart of Unit 1 to TVA, our customers, the nuclear industry and the country," said TVA President & Chief Executive Officer Tom Kilgore.



President George W. Bush addresses Browns Ferry Nuclear Plant employees during a visit to the plant June 21.

"Unit 1 is operating at 100 percent power today, helping TVA meet power demand in the Tennessee Valley. The successful restart is a result of the commitment, deter-

mination and attention to detail of the people who did the work."

On July 20, Browns Ferry will host a plant-wide celebration for all employees.



David Glover (left) and Greg Brown get their programs signed by the President.



General Manager, Site Operations, R.G. Jones (left) and President & Chief Executive Officer Tom Kilgore (right) escort President Bush on a tour of the Browns Ferry Unit 1 control room.



Browns Ferry employees listen to the President during his speech.



Browns Ferry Maintenance & Modifications Manager Ron Rogers greets President Bush during the President's visit to the plant.

# Better process under way for balanced scorecards

Less time collecting and reporting data, with more time for analyzing and using what's been learned. That's a major benefit to come when TVA moves to Enterprise Performance Management, or EPM. And it supports TVA's strategic plan by improving productivity.

EPM will establish an integrated platform for collecting, analyzing and reporting corporate or business-unit performance data — including data used in the Winning Performance scorecards. EPM is a critical element in the Enterprise Systems Program initiative, a system-wide solution to manage TVA's assets. (See "Enterprise Systems Program — working in concert" on page 6.)

"As it currently stands, we have different vendors providing different tools that are too labor intensive," says Neelanjan Patri, EPM project manager. "We use a lot of manual input.

"With the EPM project, initially we will be able to automatically collect performance data to produce scorecards. Then later, we will use EPM to produce report cards and other performance-related metrics and business intelligence. And we will be able to drill down into the metrics. It will be easier to monitor progress and close performance gaps. Overall, we will have more information to manage daily operational activities around goals."

The EPM employee team expects to complete the scorecard process design and have the tool in place by late August 2007 — just in time for 2008 scorecards to use the new process.

In other Balanced Scorecard news, as of the end of May, five of the nine performance measures are still on target. Employees are encouraged to regularly review scorecard results and improvement action plans in their business areas. The scorecards are available from the homepage on TVA's internal Web site.

—CAROLYN MINTER

## Winning Performance

TVA Balanced Scorecard for May 2007

	Weight	Status	Actual YTD	Plan YTD	Year-End Forecast	Target	G	O	A	L	S	Stretch
<b>People</b>												
• Safe Workplace** (Recordable injuries/hours worked)	10%	▲	1.29	1.82	1.82	1.82						1.30
• Productivity (\$/MWh sales)	10%	▼	10.30	9.85	9.74	9.47						9.37
<b>Customer</b>												
• Connection Point Interruptions (rate)	15%	▲	0.38	0.41	0.84	0.84						0.78
• Customer Satisfaction Survey* (percent satisfied)	10%	▲	85.2	82.7	84.0	82.0						86.0
• Economic Development (jobs + investments + job impact)	5%	▲	134	100	125	100						130
<b>Operations</b>												
• Equivalent Availability Factor	15%	▲	85.0	84.5	87.4	87.2						88.2
• Environmental Impact* (index)	10%	▼	79.8	61.1	93.0	65.2						50.6
<b>Financial</b>												
• Delivered Cost of Power Excluding FCA Costs	20%	▶	33.12	33.60	32.76	32.61						32.21
• FCA Costs (\$/MWh sales)	5%	▼	18.15	16.80	19.05	17.54						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 Target
- ▶ = Forecast worse than Target, but recovery is possible
- ▼ = Forecast worse than Target, and recovery is unlikely

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

# First 2007 CHI survey results show improvement still needed

Based on the ratings from the March 2007 Cultural Health Index, TVA has more work to do to improve its culture.

"We know that a healthy culture in work groups translates to top performance," says Mike Purcell, senior manager in Employee Technical Training & Organizational Effectiveness. "That's why it's essential we focus on improving the culture throughout the company."

As a result, senior leaders have targeted the following three areas for improvement:

- Continue emphasis on strategic direction and leadership
- Provide increased emphasis on business process improvement
- Provide increased emphasis on role of supervisor in influencing culture and trust.

### CHI measures alignment, capability and engagement

Alignment, capability and engagement, or ACE, are three areas that enable an organization to implement strategy. The overall ACE ratings for the March CHI were 3.4 percent lower than last year's ratings.

"On the positive side, it's clear that employees are engaged in the CHI process," Purcell says. "The 80-percent response rate and significant number of comments demonstrate that employees are engaged with senior management in helping to improve workplace culture."

The item that had the smallest decrease was "My work group performs well as a team" (-1.2 percent). The item that took the biggest hit was "TVA manages its resources and business processes in a cost-effective

way" (-7.6 percent).

"This was a wake-up call for management, because managing our processes and resources well is key to sustainable performance," Purcell says.

"In order to improve business performance throughout TVA, we'd like to see all the items move in a positive direction. This means that as a company, we must make the right changes to ensure that happens."

### CHI areas of greatest focus Continued emphasis on strategic direction and leadership

"We started emphasizing this area in 2006," says Purcell. "To help employees become better aligned with TVA — knowing what's expected of them — they must understand what TVA is trying to achieve. Understanding the new TVA strategic plan will help them do that. It's up to the leaders to communicate company strategy and objectives to employees so employees can make decisions and set priorities for their work. The new TVA Board has just approved the 2007 Strategic Plan. The process senior management used to solicit input and then feedback on the draft plan from employees and customers will go a long way to support improvement for this focus area." (See "The TVA 2007 Strategic Plan" Business Education section.)

### Increased emphasis on business process improvement

"Employees are in a position to provide input and insight into how to make TVA more efficient," Purcell says. "And, the March results show many employees don't think TVA is managing its resources and business

processes as well as it could be. Employees provided more than 2,000 comments in this area. They said things like, 'Listen to your employees when they tell you we need to stop doing some things we are currently doing.' We have read these and the other comments and have taken them to heart. And we've provided the comments to the respective organizations for review and action planning."

### Increased emphasis on role of supervisor in influencing culture and trust

"For organizations to be top-performing, employees must believe they can trust what they hear from their supervisor, and supervisors must treat employees with respect and dignity," Purcell says.

"Supervisors are in a unique position to most positively influence safety, culture and trust among employees they work with. A couple of specific initiatives are under way this summer that reflect this renewed emphasis. These initiatives include a series of meetings on safety leadership, as well as the roll-out of a new Supervisor Academy to support training and development for supervisor candidates."

### Facts about the 2007 Cultural Health Index

- Survey concluded in March
- Employees submitted 8,478 comments
- In the TVA-wide results, all 31 items moved in a negative direction
- Next survey scheduled for August

# Bill McCollum — Around the Valley in 30 days

**F**ocusing on doing their work the right way. Stepping up to big challenges. Showing pride in their plant. These are just some of what Chief Operating Officer Bill McCollum heard from employees during his visits to all three nuclear plants, all 11 fossil plants, one hydro-electric plant and Raccoon Mountain Pumped Storage Plant, as well as River Operations, the Power Service Shops, Power System Operations and Commercial Operations & Fuels.

“And to those plants and organizations I haven’t visited yet, I hope to drop by soon.”

## Here’s a touch of what he learned:

**Browns Ferry** — Employees want to do their work the right way and are up for the challenges of operating a three-unit nuclear plant.

**River Operations** — The group is very focused on managing the river system around the constraints they have with the drought.

**Sequoyah Nuclear Plant** — The plant is running well, and the facility is clean. They are not experiencing a lot of materiel issues.

**Paradise Fossil Plant** — The plant has issues with material condition and equipment. They have made progress over the past year in addressing those issues, but their work is far from being finished.

**Shawnee Fossil Plant** — The team has a lot of pride and runs the plant well. Shawnee is not a base-load plant, but the employees are working hard to find a business model that will help them be competitive.

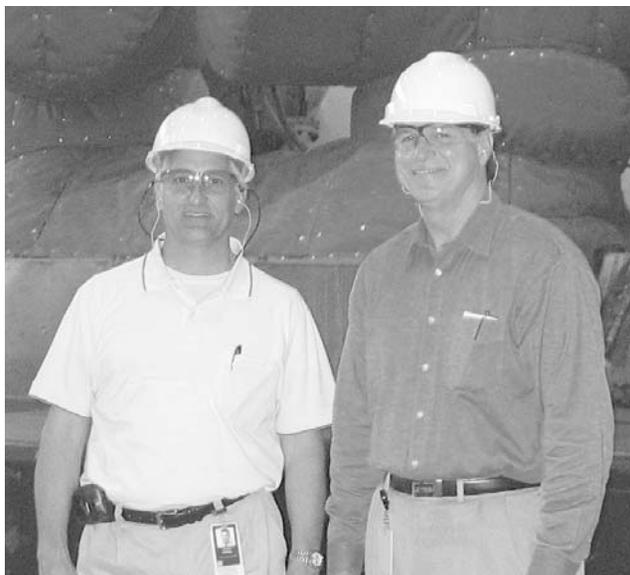
**Cumberland Fossil Plant** — The two units can produce more power than any other plant in the TVA system — until Browns Ferry Unit 1 is fully online. We run it wide open all the time, and this results in the need to resolve basic design and equipment issues. We have to resolve the issues on these units, because they are critical to our system. The team understands.

**Gallatin Fossil Plant** — Plant Manager Dennis Spencer and his team are proud, and they run their plant well. I heard a little uncertainty about the future, but the management team is doing a good job talking with employees, who are keeping their focus on maintaining the plant.

**Widows Creek Fossil Plant** — The employees I met on the visit are very focused on their community. They live in the area and have family and friends there. They think Widows Creek is a good place to work.



In the control room at Wilson Hydro, Tech IV Willis Thompson (seated) fills out clearance cards, while Tech III Daniel Rose, Tech IV Jacqueline Gusmus and Tech III Jamie Smith review a CPAL, which is part of a hold order/clearance that has been issued as part of Unit 1 outage, with Bill McCollum.



Widows Creek Fossil Plant Manager Gerald Hemmer (left) and Bill McCollum view the Unit 7 turbine generator during a visit to the plant May 10.



Sequoyah Nuclear Plant Manager Dave Kulisek (right) provides a tour of the plant during McCollum’s visit on May 7.



Bob Dalrymple (left) manager of Transmission System Services, shows McCollum around the Reliability Control Room at the Regional Operations Center. The displays in the background are some of the many tools used by TVA’s Reliability Coordinators to monitor the status of the electric grid.



During McCollum’s visit to the Power Service Shops, Shop Machinist Jimmy Williams (left) demonstrates a manual finishing technique on a hydro generator thrust bearing to increase the performance of the bearing when in service, while Mechanical Services Department Supervisor Al Horton explains the unique finishing technique. With McCollum are Woody Harrington, manager of Mechanical Department Shop Services, and Raul Alfonso, manager of the Power Service Shops.



Bull Run Fossil Plant Assistant Plant Manager Mike Strunk (left) and McCollum observe the flue-gas desulfurization project from the selective catalytic reduction system.



Dennis Spencer, plant manager (right), shows McCollum the new exciter that will be installed on Unit 1 at Gallatin Fossil Plant during the current outage.



From left, at Colbert Fossil Plant, McCollum talks with Maintenance Manager Larry Creasy, Plant Manager Steve Hargrove and Unit Operator Terry Hendon.



In the System Operations Center, Jeff Newsome, manager of Resource Market Operations, (right) shows McCollum how Annette Moore, Balancing Authority System operator (seated), tracks the status of the power system and balances generation with power demand.

**Raccoon Mountain Pumped-Storage Plant** — I had an opportunity to talk with two operators. They had a great attitude, believe that plant is critical to the system, which it is, and were focused on what they need to do to make the plant successful.

**Power Service Shops** — These are amazing facilities. I'm not sure there is another place on the planet like what we have at Muscle Shoals. Highly skilled employees perform a wide variety of activities. The employees I met at the shops were very focused on their work and proud of what they do.

**Wilson Hydro** — This is a big hydro facility. The control room has full-time coverage, and the folks running that plant enjoy their work. The challenges for this plant are the age of the generators and lack of water.

**Colbert Fossil Plant** — The equipment issues and challenges they have are manageable, and the employees want their plant to run well — that was clear. This group of employees was the most vocal that I have met to date. They have experienced a lot of changes — staffing levels, processes, procedures — and they don't like some of them.

**Watts Bar Nuclear Plant** — In the control room, Shift Manager Ron Crews and the operators demonstrated a positive attitude and were very focused on operating the plant — just what you want to see. Over lunch, the Watts Bar team covered the challenges they are facing, such as operator training and radiation

protection. They also discussed the recent successful force-on-force security inspection by the NRC. This team is proud of what it has accomplished and excited with what they may get with Unit 2.

**Kingston Fossil Plant** — The units are older, and employees are faced with equipment challenges. Some employees demonstrated a very positive attitude about the changes that are happening. Some were not positive. It was a mixed bag and more so than I have seen at other plants. Overall, they recognize they need to be doing some things differently.

**John Sevier Fossil Plant** — The employees are very proud, part of the community, like a family. They are trying to figure out how to be competitive. They want to be there for the community. It's important to them.

**Bull Run Fossil Plant** — Bull Run has been ranked as the most efficient coal-fired power plant in the nation four out of the past five years. While the staff is proud of that, it is more important to them to do what's right for the TVA system. With some of the modifications they are planning, they are going to lose some efficiency going forward. They know it is what they need to do, and they are okay with that.

**Allen Fossil Plant** — Folks were generally positive about Allen while recognizing that they face a number of challenges with the plant. Everyone recognizes that we are in the middle of a time of change, as "baby boomers"

retire and others come on board to help us meet future needs. The issue is not whether the transition will occur; rather, it is how we will manage the transition.

**Johnsonville Fossil Plant** — The people I met at Johnsonville were generally positive about their plant and the opportunity to work there. One person asked me if I was the new plant manager. That's one of the problems with having so many "Bill's" (me, Bill Morrison, Bill Campbell, among many others). So I said, "No, it's a great job to have, but not the one I have."

**System Operations Center** — I toured the System Operations Center and saw how all the pieces fit together — nuclear, fossil, hydro and transmission working to keep the lights on in the Valley. One of the biggest challenges is voltage levels. The number of large industrial customers in the Valley makes that even tougher to control. There are thousands of opportunities each day for errors, but the employees work very hard to minimize Human Performance Errors. One desk is going on six years without an HPE.

**Regional Operations Center** — At the Regional Operations Center, I learned that TVA is not only the Reliability Coordinator for the service area, but also for other utilities that equal the size of the Valley. Bob Dalrymple told me that we have good working relationships with our reliability partners, but there are tough issues to work through and compromises to make when it comes to working with neighboring utilities.

# Enterprise Systems Program — working in concert

The TVA strategic plan calls for all assets in the TVA fleet to work as a single system.

To do that, the Enterprise Systems Program is streamlining and standardizing every facet of the way everyone works.

A symphony orchestra has several sections — strings, woodwinds, percussion — with dozens of musicians in each section. The instruments operate simultaneously, in tune and in unison. Instruments are playing at some times, silent at others. A conductor can look out over the orchestra and know they are all playing from the same sheet of music, all following his lead to ensure that a Mozart symphony, no matter how complicated, is played to perfection.

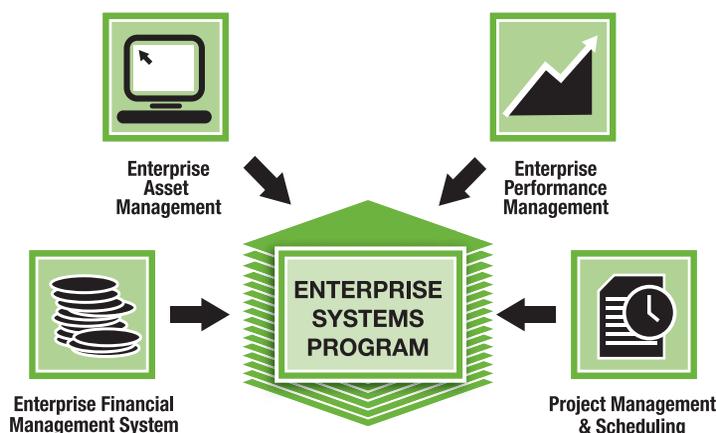
Of course the TVA generating fleet has several sections — fossil, nuclear, hydro — with many units in each. The units operate simultaneously and in unison. Some run all the time, some stop generating when demand is low.

Some fossil units are as different from one another as a cello is to a violin. The way costs are calculated at TVA plants may vary as much as the sounds of instruments. Even the systems that different plants use to keep track of work and contracts can vary widely.

The success of TVA's power system is remarkable. But when the work of the Enterprise Systems Program is completed, TVA will be able to achieve new levels of efficiency, streamlined processes and coordinated asset management.

"ESP is a system-wide solution to managing TVA's assets," says Chief Operating Officer and ESP co-sponsor Bill McCollum. "In addition to streamlining our software infrastructure, this project will include streamlining work-management processes. All of this adds up to cost savings for TVA."

This ESP is not about reading minds. Rather, it's



about standardizing processes, procedures, systems and metrics across the TVA system to make all parts of the system function as a single entity.

ESP will change the work everyone does.

"It will transform us into a better business by allowing us to keep track of data and functions," says Bob Rausch, ESP project manager. "Managers will be able to look across our fleet and make apples-to-apples comparisons. That's something we can't really do today."

One example of a process change is in the area of information-technology tools. The team is already looking at retiring many separate software applications in favor of an "enterprise-wide" application that will help TVA function as a unified entity.

"For many years, different organizations and functions have independently developed software and technology tools to meet their business needs," says

Chief Administrative Officer & Executive Vice President John Long, the other ESP co-sponsor. "We now have multiple processes and tools across TVA that perform the same business functions.

"ESP will simplify these systems by giving us a single, credible source for data that is shared across TVA and let us replace or eliminate redundant applications."

As recommended by the Enterprise Asset Management team, TVA will replace applications such as EMPAC (used for work management), Passport (for inventory management, purchasing and invoice processing) and eCAP (for corrective-action reporting and tracking) with the Maximo Asset Management software. This single IBM product will bring about savings, efficiency and system-wide standardization of processes.

Just as the EAM team is taking steps to enable TVA's assets to work as a single enterprise, the Enterprise Financial Management System, or eFMS, Project Management & Scheduling, or P3e, and Enterprise Performance Management teams are taking steps to standardize processes across TVA in their respective areas.

Each TVA operation has a representative on each of the ESP teams and subteams. Their role is to take an active part in the design process, understand the platforms and ensure that their business units can make a smooth transition to the new processes.

"These employees are helping TVA make a transformational change into a new era," says Long. "They are helping TVA move closer to the vision outlined in the strategic plan." — BROOKS CLARK

## ACROSS TVA

**Sequoyah Nuclear Plant** — Sequoyah Nuclear Plant employees **Louvain Edmondson, Harry Tirey** and his grandson **Hunter, Elaine Roberts, Doug Boone, Zack Rad** and **Penny Walker**, as well as summer intern **Cole Gentry**, participated in the first Soddy-Daisy FunFest May 26. The event gave area businesses an opportunity to make themselves better known to community residents. At Sequoyah's booth, volunteers handed out activity books to children and a copy of the plant's 25th-anniversary DVD to adults. Money raised from the event will be distributed to the Alhambra Shiner's Hospital and to funds for Soddy-Daisy Middle School and Soddy-Daisy High School.

**Watts Bar Nuclear Plant** — Watts Bar employees raised more than \$33,000 for their Partners In Education at the fifth annual benefit golf tournament in May. The money will be used for equipment and supplies at Watts Bar's three current PIE schools — Meigs North Elementary, Niota Elementary and Spring City Elementary — and at Walnut Hill Elementary, which will become a Watts Bar PIE school this fall. During the past four years, the Watts Bar PIE committee has raised more than \$96,000 to benefit the children in the partner schools, says Watts Bar Vice President Mike Skaggs. "The volunteers contribute a tremendous amount of time and energy to make these tournaments successful so we can help these kids. We appreciate the volunteers' efforts to help our neighboring schools, as well as the generosity and support of tournament participants." More than 125 golfers participated in this year's event. In addition to the golf tournament, Watts Bar gives other support such as providing surplus equipment and helping schools with general requests for maintenance and supplies.



Gallatin Environmental Action Team members **Bill Hunt** (left) environmental program administrator, and **Bill Brock**, technical services analyst, recently presented programs on how a steam plant operates, water chemistry and the 3Rs — reducing, reusing and recycling. Team members **Harvey Jacobs**, laborer; **Michael Gray**, engineering technician; and **Kriste Lanisus**, management assistant, also participated in the event.

## what's new online

### TVA OIG Semiannual Report to Congress available online

The TVA Office of the Inspector General's Semiannual Report to Congress is now available on the OIG Web site. The report outlines OIG accomplishments from Oct. 1, 2006, through March 31, 2007.

During the reporting period, Audit Operations questioned \$1,252,456 in TVA costs, and \$8,913,475 in TVA funds were identified that could be put to better use. Investigative Operations opened 73 cases and closed 50. In addition, investigative accomplishments included monetary recoveries and projected savings to TVA exceeding \$400,000.

The OIG report is available from the TVA OIG Web site at [oig.tva.gov](http://oig.tva.gov). From the OIG homepage, click on the "Semiannual Reports" link in the left column to access the current and previous reports.

For more information about reporting concerns to the OIG, visit the OIG Web site.

# A story with a healthy, happy ending

**For Scott Stone, less is more. After changing his eating habits and getting more exercise, Stone, a TVA Police officer based in Chattanooga, is 55 pounds lighter, hundreds of dollars richer and has a better outlook on life.**

**F**our years ago, Scott Stone found out through his yearly physical that his blood pressure was too high. And he was frustrated that his weight wasn't coming off even though he was exercising.

"I needed to start taking medicine for my blood pressure," he says. "Then at the end of 2006, I thought, 'I have to do something about my weight.' I was having knee and back pain after exercising."

Stone signed up for a Weight Watchers program and in five months had lost 55 pounds.

"I stayed true to the program," he says. "I didn't cheat. I'd sacrifice a sweet roll for a bowl of cereal."

"I still go to Weight Watchers every week. My wife has been a big supporter. We think about what we eat. We modified our food-shopping habits, and we do a menu every week, which includes fresh vegetables every meal. Our two children and my wife and I sit down to eat dinner together every night."

Stone has participated in TVA's HealthCheck program since its beginning three years ago. The program evaluates body mass, cholesterol and

blood pressure. Plus, it offers an incentive for healthcare expenses.

"The first time I took the HealthCheck evaluation, I had to do several of the makeup modules, such as the ones on stress management and weight loss. This year I just had to do one."

This is where the "less is more" comes in for Stone. "Because of doing the HealthCheck, I got \$200 off my healthcare expenses for next year," he says. "Three months ago, I found out my blood pressure has gone down, so I'm officially off my blood-pressure medicine, which is saving me \$60 every three months."

"I've lost 10 percent of my body fat and 8 inches off my waist, and last month I ran my first 10K in 10 years. I couldn't do that when I was 55 pounds heavier. And I no longer have any knee or back pain."

Stone is so enthusiastic about his health improvements, he's spreading the word to others.

"I'm trying to get my co-workers to get their HealthChecks done," he says. "And I motivated my mom in West Virginia to join Weight Watchers. She's lost 10 pounds already." — NANCY CANN



A healthier, happier Scott Stone prepares to ride his bicycle at Chickamauga Dam.

## You still have time for your annual HealthCheck screening

The 30-minute HealthCheck screening includes fasting cholesterol, HDL, LDL, triglycerides and blood sugar; blood pressure; body-mass index; percent body fat; and waist-circumference measurements. After the screening, participants complete the online Succeed Health Evaluation to complete the HealthCheck process.

"Results from the HealthCheck screening are compared to national norms, and points are awarded," says Sonja Gillespie, Live Well program manager. "The more points you earn, the higher your benefit credit up to a maximum of \$200. After the HealthCheck screening, you can complete interventions for extra points. First-time HealthCheck participants will receive a \$50 bonus upon completion of the process."

Those who have already completed their HealthCheck for fiscal year 2007 do not need to schedule another one until after Oct. 1.

Information on scheduling a HealthCheck screening is in Public Folders in Outlook.

"If you experience problems with the on-screen scheduling, contact your regional Live Well manager for help," Gillespie says. "All employees are eligible to participate in HealthCheck. Screenings for this year will be conducted through the end of July."

As an option, employees can instead provide their Live Well program manager with the results of their annual physical exam conducted by their doctor. In order to use the information for a HealthCheck screening, the exam must include results for the same screenings described above.

### In FY '07, 2,416 employees have participated in HealthCheck.

1,212 employees have participated in HealthCheck for three years

- 2 percent have stopped using tobacco products
- 4 percent have increased good cholesterol (HDL)
- 22 percent have lower blood pressure



Sonja Gillespie performs a HealthCheck screening on William Robertson, a Power System Operations technical transmission specialist in Cordova, Tenn.

## Seeing into the future

**As you age, so do your eyes. But you can take steps to help preserve your vision.**

**A**re you holding a magazine farther from your eyes in order to see what's written? Has adjusting to glare or darkness become more difficult? Maybe you've noticed reading distant road signs is more difficult.

Vision changes naturally throughout life. Nearly everyone experiences these and other gradual changes in their vision as they grow older. By being well informed, you can learn what problems may develop with your vision, how those problems can be detected and what steps you can take to help take care of your sight.

One step is to have a complete eye exam. The general recommendation is to have an exam every one to two years. Some people, especially those with eye disorders or health problems such as diabetes, may need an exam more often.

Several eye diseases have no symptoms during their early stages, and most eye diseases can be treated when found early. Regular eye exams can detect reduced vision, cataracts, glaucoma and other vision problems, as well as additional medical conditions, including undiagnosed diabetes or high blood pressure.

### Here are other steps you can take:

- Protect your eyes from the sun — wear sunglasses and a wide-brimmed hat.
- Improve lighting around your house.
- Wear safety eyewear when needed — at work, working around the house or playing sports.
- Take care of yourself — eat healthy foods, stay active, quit smoking and control your blood pressure, cholesterol levels, diabetes or other health problems.
- Seek care if you have any degree of sudden vision loss, eye pain or irritation.

"Both the Copayment and 80-Percent PPO medical plans have vision coverage through

EyeMed Vision Care," says Kelly Lawson, program manager in Employee Benefits. "Members can have an exam every 12 months at an in-network provider by paying a \$10 copayment. Members are reimbursed up to \$35 if they choose a provider not in the network."

For a summary of your vision benefits, you can review a plan summary found on eBenefits. Go to TVA's internal Web site and click on eBenefits. The plan description is located under "Medical."

*Thanks to Mayo Clinic, WebMD, EyeMed Vision Care and Prevent Blindness America for some of this information.*

## Your Health Counts

### EyeMed Vision Care Network is now bigger

Choices of an EyeMed network provider have increased, says Kelly Lawson, program manager in Employee Benefits.

"EyeMed members have always been able to use their vision plan at LensCrafters and thousands of private-practice eye doctors," she says. "Now the network of providers has been expanded to include Pearle Vision, Sears Optical and Target Optical locations."

To locate a participating provider or location, visit EyeMed's Web site at [www.eyemedvisioncare.com](http://www.eyemedvisioncare.com) or call EyeMed's Customer Service Department at 1-877-226-1115. Representatives are available from 8 a.m.-11 p.m. Eastern Time Monday-Saturday and 11 a.m.-8 p.m. ET Sunday.

If you are not an EyeMed member, you may be interested in BlueCross BlueShield of Tennessee's BluePerks program that features savings on vision-care items. You can learn more about this discount program at [www.bcbst.com](http://www.bcbst.com). Click on Members, TVA Employees, then BluePerks.

# TVA scholarships awarded to college-bound children of employees

**T**welve recipients of TVA Employee Dependent Scholarships, worth up to \$5,000 per year for up to five years, have been selected.

Scholarship America, a national nonprofit educational-support and student-aid services organization, selected the winners from a pool of 221 applicants. The scholarships are merit-based, taking into account applicants' high-school grade-point averages, standardized test scores and leadership activities. Selection criteria also includes a school/work applicant appraisal.

The TVA Employee Dependent Scholarship Program, administered by Employee Technical Training & Organizational Effectiveness, was created in 1994 to reward excellence in academics by providing financial assistance to college-bound children of TVA employees. Each year, 12 renewable scholarships are awarded to graduating high-school seniors.

Here are the scholarship winners for this year, along with their TVA parent's name:

**Morgan Atcher**, daughter of Paradise Fossil Plant employee Barry Atcher. She plans to attend Western Kentucky University.

**Samuel Barrett**, son of Shawnee Fossil Plant employee Michael Barrett. He plans to attend the University of Louisville.

**Lee Bryant**, daughter of Knoxville Information Services employee Robert Bryant. She plans to attend Rhodes College in Memphis.

**Danielle Calvert**, daughter of Knoxville Office of General Counsel employee Mark Calvert. She plans to attend Northwestern University.

**Jennifer Coleman**, daughter of Browns

Ferry Nuclear Plant Technical Training employee Rob Coleman. She plans to attend the University of North Alabama.

**Hannah Cox**, daughter of Knoxville Fossil Operations employee Larry Cox. She plans to attend Maryville College.

**Rachel Draper**, daughter of Muscle Shoals Information Systems employee Odis Draper. She plans to attend Berry College in Georgia.

**Amanda Gutman**, daughter of Nashville Power System Operations employee William Gutman. She plans to attend the University of Tennessee in Knoxville.

**Jameson Humphrey**, son of Chattanooga Financial Organization employee James (David) Humphrey. He plans to attend the Georgia Institute of Technology.

**Caleb Kirsch**, son of Browns Ferry Nuclear Plant employee Jeffrey Kirsch. He plans to attend Mississippi State University.

**Daniel McFadden**, son of Watts Bar Nuclear Plant employee Mark McFadden. He plans to attend the University of Florida.

**Katie Montgomery**, daughter of River System Operations Research & Technology Applications employee Melanie Montgomery. She plans to attend the University of Alabama.

One recipient of this year's scholarships, **Cory McArtor**, declined the award since he accepted an appointment to the United States Naval Academy. U.S. Service Academy appointees receive separate scholarship support covering the cost of their tuition, room and board. Cory is the son of Shawnee Fossil Plant employee Jerry McArtor.



Morgan Atcher



Samuel Barrett



Lee Bryant



Danielle Calvert



Jennifer Coleman



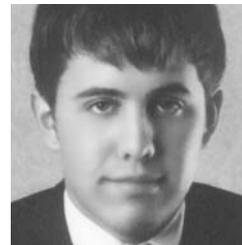
Hannah Cox



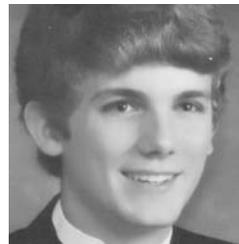
Rachel Draper



Amanda Gutman



Jameson Humphrey



Caleb Kirsch



Daniel McFadden



Katie Montgomery

## people, plaudits and promotions

The Tri-Cities Chapter of the International Association of Administrative Professionals has elected **Jeannie Blackwell** president and **Susan Roberts** director for the 2007-2008 chapter year. Blackwell works for the



Jeannie Blackwell



Susan Roberts

Holston-Cherokee-Douglas Watershed Team, and Roberts works for Customer Service. Both are located at the Johnson City Customer Service Center in Gray, Tenn. The Tri-Cities Chapter recently recognized Blackwell as its 2007 Outstanding IAAP Member of the Year for her commitment, loyalty and dedication to the ideals and purposes of IAAP. Roberts also has been appointed IAAP Tennessee Division historian for the 2007-2008 division year.

**T. J. Callahan**, an operator at Raccoon Mountain Pumped-Storage Plant; **Patrick Faust**, a hydro technician trainee at Cherokee Hydro Plant; and **Leon Orr**, a level III hydro technician with the Chickamauga Plant Group, have been recognized as part of Hydro Production's quarterly awards program. The program recognizes non-management employees for exceptional performance and for demonstrating sustained commitment to the STAR 7 values. Callahan was recognized for the pride he takes in his work, his skill as an operator and for his work ethic, as well as for going the extra mile to ensure that Raccoon Mountain is operated in a safe manner. Faust was selected for his attention to detail, dependability, interest in learning and concern for his co-workers. He also was acknowledged specifically for identifying a safety hazard in a recent post-job briefing. Orr was cho-



T. J. Callahan



Patrick Faust

sen for his commitment to teamwork and positive attitude and was credited with helping ensure system reliability through early detection of several equipment problems. Hydro Production's employee-of-the-year award will be selected from the quarterly winners.

**Mike Birk** has been selected Paradise Fossil Plant assistant plant manager. Previously, he was the Cumberland Fossil Plant Outage & Project manager. Birk began his TVA career in 1977 in the steamfitter apprenticeship program. In 1991, he assumed duties as manager, Modifications Project, at Gallatin Fossil Plant. He transferred to Cumberland in 1993 and served in various positions including Outage & Modifications manager, Production Supervisor Support, Maintenance manager and Outage manager. Most currently he has led a multidiscipline team addressing plant efficiency and boiler-combustion problems.

**John Kammeyer** has been named vice president of Technical Services as part of Fossil Power Group performance-improvement efforts. Most recently, Kammeyer served as FPG manager of Engineering Design Services. He joined TVA in 1998 as a design engineering manager at Watts Bar Nuclear Plant and later worked in Enterprise Performance & Analysis. In his new role, Kammeyer will oversee FPG's Engineering Design Services, Environmental Compliance and Components & Systems Engineering areas.

**Bill Morrison** has been named Johnsonville Fossil Plant manager.



Leon Orr



Mike Birk



John Kammeyer

Morrison has been with TVA since 1990, where he began as an electrical engineer in the Hydro Division before going to Gallatin Fossil Plant. In March 1992, Morrison moved to Johnsonville, where he worked as an electrical system engineer until March 1999. He later returned to Gallatin as maintenance supervisor and was named maintenance manager in 2002.

**Leslie Nale** has accepted the position of assistant plant manager at Kingston Fossil Plant. In this new role, she will apply her 20 years of experience with TVA to help the plant move toward its goals. For the past six years, she has been Kingston's operations manager. Nale joined TVA in 1987 and filled a number of engineering and operations positions at TVA's fossil plants. She was appointed to plant support supervisor at Johnsonville Fossil Plant in 1993. From 1996 to 1999, she served as maintenance superintendent and engineering manager. In 1999, she was named the resource planning manager for TVA's Fossil Power Group. The following year, she was named production manager, Methods & Processes, for Kingston.

**Mike Strunk**, who has more than 25 years of fossil-power experience with TVA, has been promoted to assistant plant manager at Bull Run Fossil Plant. Strunk will report to Plant Manager Nathan Burris. Most recently, Strunk served as Operations manager at Bull Run, working with the construction of the scrubber facility. He has previous experience in fossil power as Operations manager, Maintenance manager and Yard regional manager.



Bill Morrison



Leslie Nale



Mike Strunk