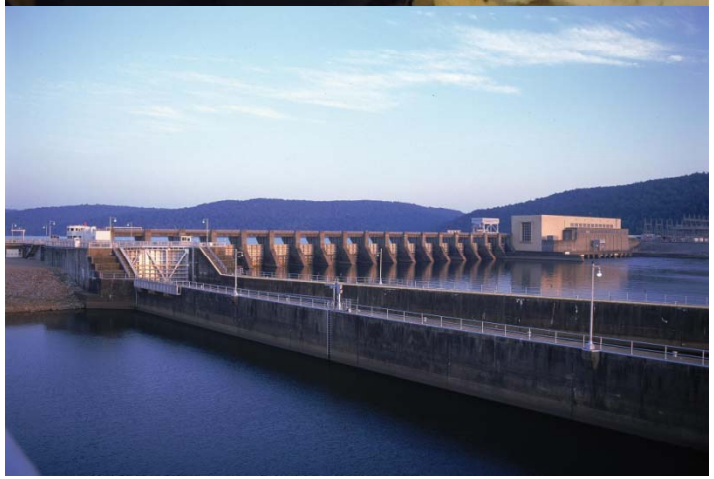


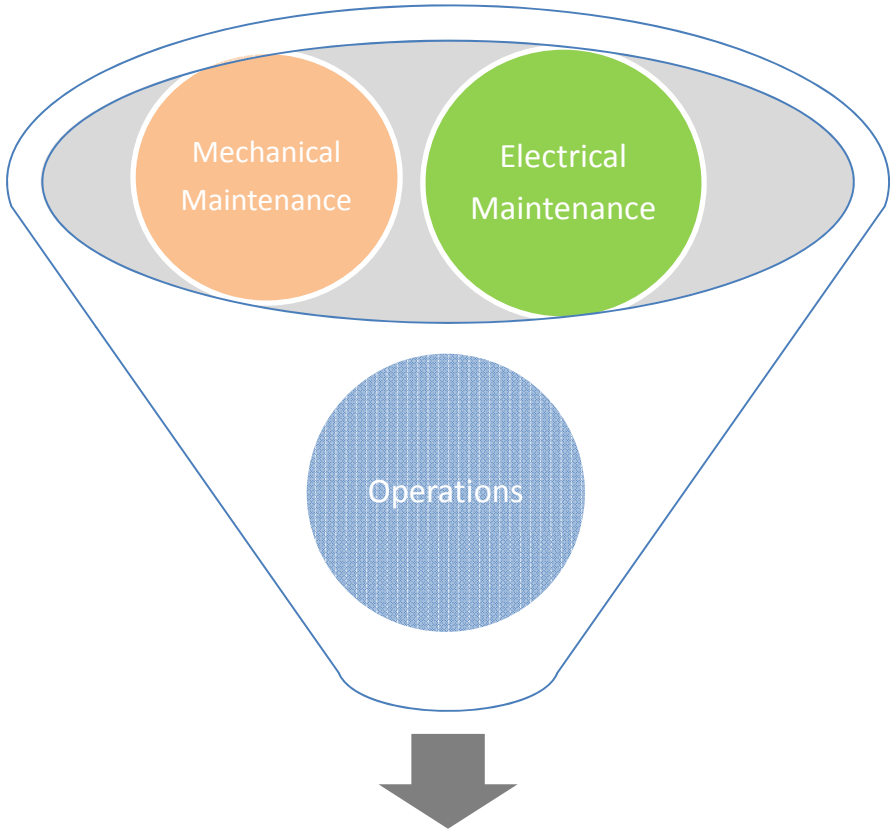
TVA's

Training the Next

Generation

Talent Sourcing

- Continue partnerships with college career centers to enhance relationships/identify candidates
- Attend targeted college career fairs
- Post positions on external websites
- Partner with minority groups and organizations to identify candidates
- Maintaining a robust intern program
- Classroom interaction at targeted schools
- Notify career centers and multi-cultural centers of job postings

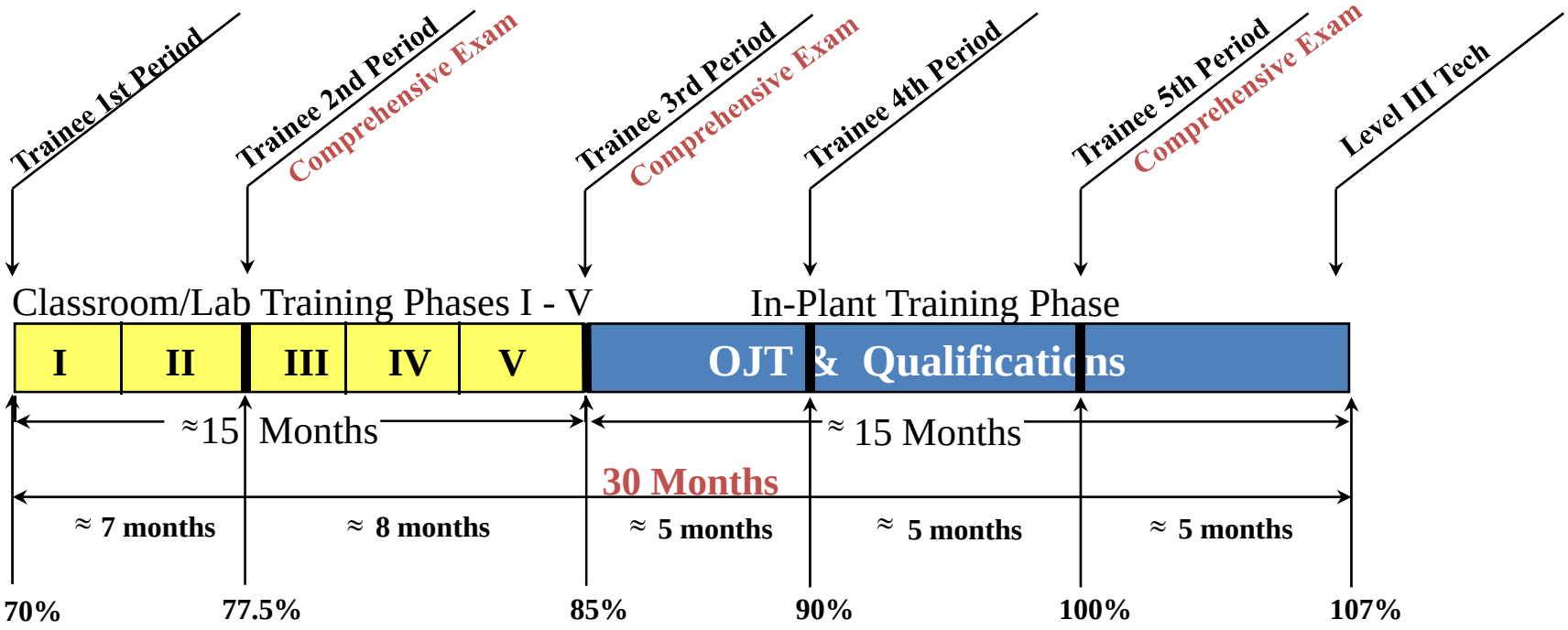


TVA HYDRO TECHNICIAN

Joint Selection

- Candidates are screened and then those that have satisfied the entry level requirements are interviewed.
- TVA management and Human Resources will establish a list of applicants to be interviewed.
- Selection committee is a combination of Hydro Production Management, Human Resources and the affected Labor Union representative.

HYDRO TECHNICIAN CLASS TIMELINE



Central Training Location

- Training facility at Wilson Hydro Plant
  - Classroom Training
  - Hands On
  - Computer Based Training
  - Electrical Lab
  - Mechanical Lab

OJT - Home Plant

- Plant Prints
- Plant Equipment
- Reading assignments
- Clearances
- Safety
- Environmental
- Work Management System
- Teamwork within Crew
- Computer Based Training
- Qualification Cards

Questions