


Memorandum of Understanding  
between  
Tennessee Valley Authority  
and the  
Engineering Association, Inc.  
regarding the  
Engineering Graduate Progression Program

Tennessee Valley Authority (TVA) and the Engineering Association, Inc. (EA) agree that current A-Level engineers in the current engineering progression program will have an opportunity to enter the new Engineering Graduate Progression Program (EGPP). Current A-level engineers will be eligible to enter the new EGPP based on the following:

- If a current A-level engineer is incomplete in any phase of his/her current program, he/she will have the opportunity to enter into the corresponding phase in the new IPP.
- All current A-level engineers will be provided the option to stay on his/her current plan until progression to a senior level engineer occurs or enter into the new IPP.
- Current A-level engineers shall have 30 days from the date of execution of this Memorandum of Understanding (MOU) to elect to enter into the new progression program or to remain in their current program. Such election shall be irrevocable.
- It is the understanding of all parties that all future A-Level engineers will be assigned the new progression program and existing EGPP curricula will no longer be offered subsequent to the completion of this training by all current A-level engineers that opt to remain in his/her current EGPP.

This MOU is for the limited purposes contained herein, and shall not be used as a precedent in any other circumstances. This MOU will remain in effect for 45 days, or until all A-level engineers make their phase elections, whichever comes first.

  
\_\_\_\_\_  
07/22/2021  
Will Trumm (date)  
Director  
Employee and Labor Relations  
Tennessee Valley Authority

  
\_\_\_\_\_  
7-6-21  
Gay Henson (date)  
Valley-Wide President  
Engineering Association, Inc.

  
\_\_\_\_\_  
07/07/2021  
Jamie Choate (date)  
Director  
Learning and Development  
Tennessee Valley Authority