1. Public-facing job web site Welcome screen.

1a. Full screen (some links at the bottom are cut off in this screenshot)



You are here! Home / Careers

Careers at TVA

Share this page 🖪 🖸 **#OURTVASTORY**

Serving the people of the Tennessee Valley to

Want to be part of our TVA story? Follow us,

f Facebook

Instagram

y Twitter

Do you have a passion to serve others in a career that can make a real generate a better life for generations to come difference?

Discover more at #OURTVASTORY At TVA, we serve the people of the Tennessee Valley to make life better through our mission of the three 'Es': energy production, environmental stewardship and economic development. From the time we were founded in 1933, we've been tasked with bringing prosperity to our region, and we live meet the people behind our name and connect your own experiences to the story we're that mission every day. We are driven by service and powered by our people. Sound good? Then consider joining our telented, diverse team at TVA, and know what it is to have a purpose-driven creating. carear.

Apply for open jobs now

ick on the button below to go to our Career Cateway. There, click the "Register Here" link to create e profile for yourself, search for open positions that match your talents and apply for jobs online. We encourage you to visit the Career Cateway often and keep your profile updated.



Why Join TVA?

Find challenging work and a rewarding career...while making a difference in the lives of the people we serve. Find out why you belong on TVA's talented, diverse team.

Diversity + Inclusion

TVA values diversity-it makes us stronger. That's why we actively recruit employees from all race, color, national origin, sexual orientation, ethnicity, gender, ability/disability, religion and age backgrounds.

Entry Opportunities with Training

We offer entry-level career opportunities with competitive compensation-including training-for operators, technicians, instrument mechanics, and more,

Special Opportunities

TVA offers career opportunities and training for military veterans; mechanics, electricians and other technicians; and college students and recent graduates.

Contact Us

Email us at careers@tva.gov, or call (866) 620-8010 to leave a message. Phone calls are returned from 10 to 11 e.m. and 2 to 3 p.m. Monday through Friday, excluding federal holidays. For technical application issues regarding our website, email us at atagive dov.

Employees and Retirees	Energy
TVA Kids	Environment
Doing Business With TVA	Economic Development
TVA Privacy Policy	Newsroom
Freedom of Information Act	Careers

F Facebook W Twitter YouTube •• Flickr in Linkedin

400 West Summit Hill Drive Knoxville TN 37902 (865) 632-2101 tyainfo@tya.co

Tennessee Valley Authority

1b. Top of screen showing web site URL



1c. Middle of screen showing link to job applicant Welcome screen (Apply Here button)

You are here: Home / Careers

Careers at TVA

Do you have a passion to serve others in a career that can make a real difference?

At TVA, we serve the people of the Tennessee Valley to make life better through our mission of the three "Es": energy production, environmental stewardship and economic development. From the time we were founded in 1933, we've been tasked with bringing prosperity to our region, and we live that mission every day. We are driven by service and powered by our people. Sound good? Then consider joining our talented, diverse team at TVA, and know what it is to have a purpose-driven career.

Apply for open jobs now

Click on the button below to go to our Career Gateway. There, click the "Register Here" link to create a profile for yourself, search for open positions that match your talents and apply for jobs online. We encourage you to visit the Career Gateway often and keep your profile updated.



Why Join TVA?

Find challenging work and a rewarding career...while making a difference in the lives of the people we serve. Find out why you belong on TVA's talented, diverse team.

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#OURTVASTORY

Serving the people of the Tennessee Valley to generate a better life for generations to come.

Discover more at #OURTVASTORY

Want to be part of our TVA story? Follow us, meet the people behind our name and connect your own experiences to the story we're creating.



1d. Bottom of screen showing link to TVA Privacy Policy screen

Contact Us

Email us at <u>careers@tva.gov</u>, or call (866) 620-8010 to leave a message. Phone calls are returned from 10 to 11 a.m. and 2 to 3 p.m. Monday through Friday, excluding federal holidays. For technical application issues regarding our website, email us at <u>ats@tva.gov</u>.

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TVA Kids	Environment	Y Twitter	400 West Summit Hill Drive
Doing Business With TVA	Economic Development	YouTube	Knoxville TN 37902
TVA Privacy Policy	Newsroom	•• Flickr	(865) 632-2101
Freedom of Information Act	Careers	in LinkedIn	tvainfo@tva.com
Legal Notices	About		
Information Quality	Investor Relations		
No Fear Act Data			
Equal Employment Opportunity Policy	/		
Accessibility Information			
TVA External Links Policy			
Inspector General			
TVA Police			

1e. TVA's Privacy Policy screen



<u>IVA Supplier Connections</u> allows individuals and companies interested in providing services or products to TVA to register with TVA. It also provides information prospective or current TVA vendors.

<u>TVA Online Connection</u> is a service for TVA power customers; Valley municipal cooperatives, and public power associations; and trade and business groups that work directly with TVA business units. The site provides a personalized, single entry point to online applications, news and events, production information and the TVA eMarketplace.

TVA also maintains official accounts on several social media outlets.

Automatic Collection of Information

When you visit our Web site, we automatically collect some general, anonymous information about your visit to help us improve navigation on our site or investigate disruption of service attacks. This information includes: the date and time of your visit; an Internet Protocol (IP) address; the browser software and operating system used for your visit; and the content of any sent or received cookie(s). This information is technical in nature, is not used to identify who you are and is collected in the aggregate for statistical purposes.

Personal Information That You Voluntarily Provide

You are not required to provide any personal information to us to access information on tva.gov, tvakids.gov, tvasites.com, EnergyRight, EnergyRight Advertising e-Notebook or TVAsites. If you choose to provide us with personal information, such as by sending a message to an e-mail address on this website, ordering marketing materials, submitting a blog post to The Valley Works, or by filling out a form and submitting it through our website, we will use that information to respond to your message or to fulfill the stated purpose of the communication.

TVA business partners who use TVA Supplier Connections or TVA Online Connection must create accounts in order to make use of those resources. The information collected in order to create the account will be used to manage the account, confirm the user's identity and to provide related

How the Information is Used

We may store non-personally identifiable information we collect indefinitely to help us better understand and meet the needs of our visitors. By sending us an electronic mail message (for example, by sending us an e-mail message, taking our Energy Online Evaluation, applying for a career at TVA, or subscribing to any of our e-mail alert services), you may be sending us personallyidentifying information, such as name and address. In these cases, we may retain the information as long as necessary to respond to your request or otherwise resolve the subject matter of your e-mail. Please be aware that email is not necessarily secure from third party interception or misdirection. For your own protection you may wish to communicate sensitive information using a method other than e-mail.

Service Providers

We use third-party vendors to support our websites and online services (such as a printer, e-mail, analytics providers, forms and questionnaires, web hosting providers, payment processors, web applications or data enhancement provider) and to help us market our products and services. These companies may need to collect information about you in order to perform their functions.

Cookie Use and Traffic Data

Website measurement and customization technologies (commonly called "cookies") are small bits of text that are downloaded to your internet browser when you visit a website. The Office of Management and Budget Memorandum M-10-22, <u>Guidance for Online Use of Web Measurement and Customization Technologies</u> defines conditions under which Federal agencies may use session and persistent cookies. TVA Web sites and third-party service providers may use cookies to collect information about your visit to our sites; however, cookies set by or on behalf of TVA do not collect personal information about you, but only about your browser "session." This non-personal information is not disclosed to third parties and may be retained by TVA for Web site improvement and customization purposes, in compliance with TVA's policies for privacy and data safeguarding. We collect this information in accordance with the <u>Digital Government Strategy</u>. In order to help agencies meet the milestones laid out in the Digital Government Strategy, the General Services Administration (GSA) procured a custom Google Analytics solution. This solution is utilized on TVA Web sites. Please refer to the following policies on Google's website for more information:

- <u>Google's main privacy policy</u>
- <u>Cookies & Google Analytics on Websites</u>
- Opt out of Google Analytics Cookies

Other service providers may use cookies in order to collect data about how our sites are used, to optimize your experience, and to provide additional services to visitors to our site. These services may use cookies in order to provide their services for TVA or website visitors and to collect information about the use and performance of their services. The information collected may include information about your device and your use of the website.

You can set your computer to reject (i.e. "opt out" of) cookies, and you will still be able to access all of the informational resources provided on our sites. However, some of the customized and dynamic features may not function properly or as efficiently. To learn more about how to opt out of cookies, please click here: <u>http://www.usa.gov/optout_instructions.shtml</u>.

Individuals' Access to their Data

The Privacy Act of 1974 protects the personal information the federal government keeps on individuals in Systems of Records (SOR). Please note that the Privacy Act does not cover all information collected online. More detailed information concerning the Privacy Act, including a listing of TVA Systems of Records Notices (SORNs), can be found at: www.tva.com/Information/Freedom-of-Information/Privacy-Act-Regulation.

Social Networking

In order to encourage greater public participation, collaboration, and transparency, TVA currently maintains official Corporation accounts on commercial social networks sites, including YouTube, LinkedIn, Flickr, Facebook and Twitter. TVA does not collect, maintain or disseminate information posted by visitors to these sites. Additionally, the Corporation does not endorse or control the comments or opinions provided by visitors to these sites. Please note that the TVA Privacy Policy does not extend to, or have authority over, the privacy policy of any commercial social networking sites you may visit. Therefore, if you choose to interact with the TVA on a commercial third-party site, please review carefully the privacy policy of the third party. Click on the following to view the privacy policies of <u>YouTube, LinkedIn, Flickr, Facebook</u>, and <u>Twitter</u>.

Children Online

TVA recognizes the particular importance of protecting privacy where children are involved. We are committed to protecting children's privacy. We do not knowingly collect personally identifiable information online from children under the age of 13. If we determine that a child under 13 has provided personal information in violation of this policy, we will delete that information as soon as practical. If you become aware that such information has been provided by a child under 13, please use the Contact Information below to submit a request to delete the information.

Links to Other Sites

Our website has links to websites of other federal agencies and to private organizations. You will be notified when you access one of these links, warning you that you are leaving the official TVA web site. Once you access another site through a link that we provide, you are subject to the privacy policy of the new site. For more information, please visit TVA's <u>External Link Policy</u>.

Security

This government computer system employs software programs to monitor network traffic to identify unauthorized attempts to upload or change information, or otherwise cause disruption or damage. Such attempts are strictly prohibited and may be punishable under the Computer Fraud and Abuse Act of 1986 and the National Information Infrastructure Protection Act. Except for authorized law enforcement investigations, no other attempts are made to identify individual users or their usage habits.

TVA information systems may be protected by EINSTEIN cybersecurity capabilities, under the operational control of the U.S. Department of Homeland Security's United States Computer Emergency Readiness Team (US-CERT). Electronic communications with TVA may be scanned by government-owned or contractor equipment to look for network traffic indicating known or suspected malicious cyber activity, including malicious content or communications. Electronic communications within TVA will be collected or retained by US-CERT only if they are associated with known or suspected cyber threats. US-CERT will use the information collected through EINSTEIN to analyze the known or suspected cyber threat and help TVA and other agencies respond and better protect their computers and networks.

For additional information about EINSTEIN capabilities, please see the EINSTEIN program-related Privacy Impact Assessments available on the <u>DHS cybersecurity privacy website</u> along with other information about the federal government's cybersecurity activities.

TVA Privacy Program

The Program is based on the Privacy Act of 1974, as implemented by Office of Management and Budget Circular A-130, the E-Government Act of 2002, and Agency policies. The objective of the Program is to balance the information requirements and operational needs of TVA against the privacy interests of the individual.

The Senior Privacy Program Manager performs multiple functions, to include:

- Developing and implementing policy and serving as the TVA focal point for privacy matters,
- Providing policy guidance and assistance to the agency in implementation and execution of their privacy responsibilities,
- · Reviewing new and existing laws, regulations and policies which impact on privacy,
- Coordinating and submitting for publication in the Federal Register Privacy Act system of record notices and Privacy Act rulemaking,
- · Reviewing, coordinating and adjudicating Privacy Impact Assessments,
- Conducting reviews of privacy issues to determine compliance with the Privacy Act, Section 208 of the E-Government Act, and other Privacy Program policies,
- · Serving as the principal advisor to the Senior Agency Official for Privacy,
- Providing administrative support to the TVA Incident Response Team

Read more information on the TVA Privacy Program.

Contact Info

If you have privacy-related questions or complaints, please e-mail <u>tvainfo@tva.com</u> or write to: Tennessee Valley Authority 400 W. Summit Hill Dr. Knoxville, TN 37902-1499

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Freedom of Information Act	Careers	in LinkedIn	tvainfo@tva.com
Legal Notices	About		

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1f.Close-up of the Link to More Information on the TVA Privacy Program screen

Read more information on the TVA Privacy Program.

Contact Info If you have privacy-related questions or complaints, please e-mail tvainfo@tva.com or write to: Tennessee Valley Authority 400 W. Summit Hill Dr. Knoxville, TN 37902-1499 f Facebook Employees and Retirees Energy **Tennessee Valley Authority Y** Twitter TVA Kids Environment 400 West Summit Hill Drive YouTube Doing Business With TVA Economic Development Knoxville TN 37902 •• Flickr **TVA Privacy Policy** Newsroom (865) 632-2101 in LinkedIn Freedom of Information Act Careers tvainfo@tva.com Legal Notices About

1g. About the TVA Privacy Program screen contents



TVA Regulations implementing

Website Privacy Policy

The Privacy Policy for TVA.gov is <u>available here</u>. The Privacy Policy for TVAKids.com is <u>available</u> <u>here</u>.

Privacy Act Requests

Under the Privacy Act (PA), a person may seek access to records that are retrieved by that person's name or other personal identifier, such as Social Security number or employee identification number. Such records will be made available unless they fall within the exemptions of the PA and the FOIA. Detailed information about TVA policies and procedures for obtaining access to information under the FOIA and the PA is available in 18 CFR Part 1301, or you can call the TVA Senior Privacy Program Manager at (865) 632-2467.

Contacting the TVA Privacy Program

For additional information and inquiries, contact the TVA Senior Privacy Program Manager.

Chris Marsalis Senior Privacy Program Manager Enterprise Information Security and Policy Tennessee Valley Authority 400 W. Summit Hill Drive, WT 5D-K Knoxville, TN 37902 Phone: (865) 632-2467

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Freedom of Information Act
Legal Notices
Information Quality

Energy Environment Economic Development Newsroom Careers About Investor Relations f Facebook

YouTubeFlickr

in LinkedIn

Tennessee Valley Authority 400 West Summit Hill Drive Knoxville TN 37902 (865) 632-2101 tvainfo@tva.com 2. Applicant Landing screen. This is where the applicant lands when he clicks the Apply Now button on the public-facing Careers Welcome screen.

×

Careers

To Fix Site Display Problems with Compatibility View, Click Here.

Enter your user name and password to login. If you have not yet registered, Register Here.

Basic Job Search	Login		
Keywords:	User Name:		
Posted: Last Month	Password:		
Search Advanced Search Search Tips	Login Login Help Register Now		

Job Posting Information								
	In First I Previous Next I Last							
Latest Job Postings Find View All 🗗 1-10 of 14								
	Date	Job Title	Job ID	Location				
	08/31/2016	Business Support Rep. Multi - 505285	505285	Tennessee - Gray				
	08/29/2016	Custodian Trainee - 505301	505301	Tennessee - Gallatin				
	08/26/2016	Cybersecurity Analyst - 505321	505321	Tennessee - Chattanooga				
	08/26/2016	Senior Cybersecurity Analyst - 505322	505322	Tennessee - Chattanooga				
	08/25/2016	Power Utilization Engineer (CR) B - 505252	505252	Tennessee - Nashville				
	08/24/2016	Human Resources Assistant II - 505288	505288	Tennessee - Chattanooga				
	08/19/2016	NERC/SERC Compliance Senior Program Manager - 505302	505302	Tennessee - Chattanooga				
	08/12/2016	Combined Cycle Lead Operations Technician - 505231	505231	Kentucky - Drakesboro				
	08/08/2016	Civil Engineer, Design (B) - 505209	505209	Tennessee - Chattanooga				
	08/08/2016	Civil Engineer, Dam Structures (C) - 505210	505210	Tennessee - Chattanooga				
Sel	Select All Deselect All							

Apply Without Selecting Job

2b. First-time applicant clicks the Register Here link or the Register Now link. (Returning applicants enter their User Name and password into the Login box.)

Careers

To Fix Site Display Problems with Compatibility View, Click Here.

Enter your user name and password to login. If you have not yet registered, Register Here.

Basic Job Search	Login		
Keywords:	User Name:		
Posted: Last Month	Password:		
Search Advanced Search Search Tips	Login Login Help Register Now		

Job Posting Information							
In First I Previous Next I Last							
Latest Job Postings Find View All 🗖 1-10 of 14							
	Date	Job Title	Job ID	Location			
] 08/31/2016	<u>Business Support Rep, Multi -</u> 505285	505285	Tennessee - Gray			

3a. First-time applicant registers to create an account on the site. Register

Enter your new user name and password.

Enter Registration Information
*User Name:
*Password:
*Confirm Password:
Please enter the text as shown in textarea and Click Register to proceed. Press Refresh button to change the text.
Enter Text here:
Register Return to Previous Page
₽ Refresh

3b. The Careers Applicant Welcome screen is displayed along with an instruction telling the applicant how to set his browser for the best technical experience when applying for a job.

Careers Home Job Search My Saved Jobs My Saved Searches My Career Loois Logout							
Careers H	Home						
Welcor	ne						
Basic Job Keywords Posted: Search	Search : Last Month	earch Search Tips	My	Career <u>0</u> Acce <u>0</u> Cove <u>0</u> Save <u>My</u> Prof	Tools <u>pted/Unaccepted Applications</u> <u>r Letters and Attachments</u> <u>d Resumes</u> <u>file</u>		
To Fix Site	Display Prob	lems with Compatibility View, Clic	k <u>Here</u> .	1	Message		
Notificatio You do no Job Postin	ons ot have any not ng Informatior	ifications.			We noticed that you are using Mi	crosoft Internet Explorer 11.0.	
			First	I Pre	If you are not using Internet Explo	prer, please ignore this message.	
Latest Jol	b Postings				If you are using Internet Explorer,	we strongly recommend that you turn off Compatibility View for the best possible experience on our site.	
Select	Date	Job Title	Job ID	Loca	When you dismiss this massage	vou will see a link to instructions that tell you how to turn off Compatibility View (0.0)	
	06/13/2016	Fall Accounting/Finance Internships - 503714	505102	Tenr	when you donnoo this message	you will bee a will to instructions that can you now to tail on compatibility more. (0,0)	
	06/13/2016	Fall - Engineering Internships - 505112	505112	Multi		OK	
	06/13/2016	Fall - Business Internships - 505113	505113	Tenne	essee Valley		
	06/13/2016	Fall - Computer Science Internships - 505114	505114	Tenne	essee Valley		
Select All	Deselect All						
Save Selected Jobs Apply for Selected Jobs							
Apply With	out Selecting J	ob					
C Refresh							

4. The applicant creates his applicant profile.4a. Full Applicant Profile screen

My Profile	<u>b Search My Saved Jobs My Saved Searches</u> My Career Tools Logout
You can update your on this page will be u	name, address, phone number and email here. Changes made to your contact details gdated on all of the jobs you have applied to.
Save Batur	OMB Details OMB# 3316-0063 Expiration Date 12/31/2016
Nember Informate	on
User Name:	lasi
Pasaword:	Change Password
Preferred Method	of Contact: EVal V
Name	
Name Format:	English V
Name Prets:	¥
"hirst Name:	Test
Middle Name:	Tea:
"Last Name:	Test User
Name Suffix:	¥
Your job spplicst "Last 4 digits of 3 "Month of Sinth []	ion and learning records. local Security # 1999 1 V "Day of Birth 11 V
Current Home Add	dress
Country:	United States
Address 1:	Test Addr1
Address 2:	
City:	Test City
"State:	Tennessee V
Zipcode:	37363
County:	HAMILTON Q
Emeri Addresses	
Primary Email Typ	ak Email
Email Address:	omickle@tra.gov Bamove Small
+ Add Another Em	nal Address
Phone	
Promote Phones In	
these basis	Work 1
Phone Number:	422/751-2911 Extension: Barrow Phone
+ Add Another Ph	one Number
Save Return	n to Previous Page

C Refeat

4b. Top half of Applicant Profile screen.

Careers Home Job Search My Saved Jobs My Saved Searches My Career Tools Logout

My Profile

You can update your name, address, phone number and email here. Changes made to your contact details on this page will be updated on all of the jobs you have applied to.

				OMB Details	
Save	to Drouisur		OMB#	3316-0063	
Return	T to Previous	Expiration Date	12/31/2016		
Member Information	on				
User Name:		test			
Password:		Change Password			
Preferred Method	of Contact:	EMail	~		
Name					
Name Format:	English		~		
Name Prefix:		~			
*First Name:	Test				
*Middle Name:	Test		🗆 No Midd	le Name?	
*Last Name:	Test User				
Name Suffix:		~			
Group box					

Note: Enter the correct information below as this will be used by the system to retrieve your job application and learning records.
*Last 4 digits of Social Security # 1111
*Month of Birth 01 🗸 *Day of Birth 11 🗸

4c. Bottom half of Applicant Profile screen.

Current Home Ad	ldress	
*Country:	United States	\checkmark
*Address 1:		
Address 2:		
*City:		
*State:		\checkmark
*Zipcode:		
*County:		Q

Email Addresses		
Primary Email Type:	Select V	
Email Address:		Remove Email

+ Add Another Email Address

Phone			
Primary Phone Type:	Select V		
Phone Number:		Extension:	Remove Phone

+ Add Another Phone Number

Save Return to Previous Page

5. The applicant applies for a job opening.

Careers Home

5a. Full Careers Applicant Welcome screen.

Careers Home Job Search My Saved Jobs My Saved Searches My Career Tools Logout

Welcom	e			
Basic Job S	earch		My	/ Career Tools
Keywords:				0 Accepted/Unaccepted Applications
Posted:	Last Month	\sim		O Cover Letters and Attachments
Coardh	d d an an a d a	and Dearth Time		0 Saved Resumes
Search	Advanced S	earch Search Lips		My Profile
Notification	S			
You do not	have any not	ifications.		
Job Posting	j Informatior	1		
			First	Previous Next 🕨 Last 🕪
Latest Job	Postings			Find View All 2 1-4 of 4
Select	Date	Job Title	Job ID	Location
	06/13/2016	Fall Accounting/Finance Internships - 503714	505102	Tennessee Valley
	06/13/2016	<u>Fall - Engineering Internships - 505112</u>	505112	Multiple Locations
	06/13/2016	Fall - Business Internships - 505113	505113	Tennessee Valley
	06/13/2016	Fall - Computer Science Internships - 505114	505114	Tennessee Valley
Select All D	eselect All			
Save Sele	ected Jobs	Apply for Selected Jobs		

Apply Without Selecting Job

C Refresh

5b. After applicant selects one or more jobs and clicks Apply for Selected Jobs, he is required to upload or copy/paste a resume.

Apply Now

Choose Resume

Resume Options	
How would you like to proceed?	
OUpload a new resume	
○ Copy and paste resume text	
Continue Return to Previous Page	

5c. This header, which contains the OMB Details, is displayed at the top of each of the application screens. It provides the applicant with the ability to use a different resume or update his Applicant Profile at any time.

Apply Now	OMB Details OMB# 3316-0063
Complete Application	Expiration Date 12/31/2016
Jobs you applied for	
Posting Title	Remove
Civil Design Tech, A - 505600	Û
Note: Please Save the application before adding/removing a	Job to avoid losing any changes made.
Add Another Job to Application	
Test_Resume.docx 🖺 Use a Diffe	rent Resume
Test User, T Test Addr1 Test City, TN HAMILTON	ast Test 137363
Edit Profile	
Previous Save as Draft Cancel <u>Carcel Carcel Carcel </u>	ers Home Next

5d. The applicant comes to the Preferences screen. None of the fields on this screen are required so the applicant has the option to complete it or skip it.

Use this section to tell us what you are	e looking for in terms of location, working time and type of job.
Preferences	
Desired Start Date:	
Are you willing to relocate?	No V
Are you willing to travel?	No V
Travel Percentage:	\sim
Regular/Temporary:	Either V
Desired Work Days	
✓ Monday	✓ Tuesday ✓ Wednesday
Thursday	🗹 Friday 🔷 Saturday 🔷 Sunday
Full/Part-Time:	Either V
Desired Shift:	Any 🗸
Minimum Pay:	Pay Frequency:
Currency Code:	
Desired Hours Per Week:	
Geographic Preference	
First Choice:	Q Second Q Choice:
Comments:	
2	

On this page, please tell us how you found out about the job. This information is required in order to submit your application. If you were referred to the job from another source, you can enter details about the referral source.



2 Refresh

5e. The full Education and Work Experience screen. Additional instructions and/or fields are displayed on the screen depending on the applicant's answers to the questions.

Invierences Education and Work Experience Referral

	Preferences		
<pre>veterate geterate could a set of a</pre>	The information you enter on this page will	be used for Federal employment con	elderations. Indicate If you are or
Nuclear Additionation "Are you shights to work in the US on a full time, regular Image: Ima	Vereitan's preference, you must meet the e	a the highest grade and tenure you ha eligibility regularments in section 2109	of the 5, United States Code.
"Are any analysis is a surface in the LS in a hull term, regular "In the answer in the surface in the transmission in the surface	Work Authorization		
beaus? beaus? beaus? beaus? beaus? beaus? beaus? beaus? beaus? beaus?	"Are you eligible to work in the US	on a full time, regular	×
Image:	bears?		
Private and service and application of your exploration Private and advected application of your exploration Private and advected application of your exploration Private and advected application of your exploration Private application of your exploration explore the did Device application Private application explore the did Device application Private application explore the did Device application Private application explore the explore the did Device application <td></td> <td></td> <td></td>			
	hederal crylian employee?	C Previous Federal Employ	
Current VLA Employee ***York as a softward application and yor are current. ************************************		Current Federal Employee	
************************************		Current IVA Employee	
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□ Yes □ No	the first is family or other (
□ Ne	C Yes		
	□ Ne		

On this page, please will us have you found and abace the job. This Information is regulated in order to addret your application. If you wave referred to the job from another source, you can enter details about the referred source.

C Refeat

5f. The top half of the Education and Work Experience screen. <u>Preferences</u> Education and Work Experience Referral Information

Preferences
The information you enter on this page will be used for Federal employment considerations. Indicate if you are or were ever a Federal Civilian employee and the highest grade and tenure you have held. If you are claiming Veteran's preference, you must meet the eligibility requirements in section 2108 of title 5, United States Code.
Work Authorization
*Are you eligible to work in the US on a full time, regular v basis?
Federal civilian employee? Previous Federal Employee
Current Federal Employee
Current TVA Employee
Veteran, do you want to be considered a preference- eligible veteran for the purposes of your employment application to TVA?
Indicate your highest level of education by selecting a value from the drop-down list below. This information is required in order to submit your application.
Education History
Highest Education Level:
If you have any Employment Information, enter it in this section.
Work Experience
You have not added any employment information to your new application.

+ Add Work Experience

5g. Close-up of expanded Veteran's Preference section if the applicant answers "Yes" to all questions.

*If you are an external applicant and serving in the U.S Military or you are Veteran, do you want to be considere eligible veteran for the purposes of yo application to TVA?	you are currently e a U.S. Military d a preference- our employment	⊖ No	• Yes	
* Are you currently serving in the n	ailitary ?	ONO	• Yes	
How to Claim Vet Preference:				
If you are currently on active duty preference-eligible for the purpose TVA, BEFORE THE JOB POSTIN supporting documentation to your (member 4 copy), a Veterans Disab applicable) and a completed TVA 1 until you are separated or retired, through your military personnel of to list your dates of military service separation and any service-connect awarded from your branch of milit	and would like to b s of your employme NG CLOSING DAT account, including bility Rating Letter Form 3595. If you w you can request a S fice. The Statement e, character of servi ted disability rating tary service.	e conside nt applic: E please your Forn from the fill not ge tatement to f Servic ce, expect that you	red ation to upload all m DD214 VA (if t your DD214 of Service ce will need ted date of have been	
More information about preference 3595, can be found at <u>https://www. Preference</u> . If you have a question email your question to <u>Veteran@tw</u>	e eligibility, and a li <u>tva.gov/Careers/Cl</u> a n about preference <u>ra.gov.</u>	nk to TV <u>aiming-V</u> e eligibility	A Form <u>eteran-</u> , please	
* Are you a U.S Military Veteran?		⊖ No	• Yes	
How to Claim Vet Preference:				
If you answered "yes," BEFORE 1 please upload all supporting docun form DD214 (member 4 copy), a V VA (if applicable) and a completed	THE JOB POSTING aentation to your ac eterans Disability F TVA Form 3595.	G CLOSI count, in ating Let	NG DATE cluding your iter from the	
More information about preference 3595, can be found at <u>https://www. Preference</u> . If you have a question email your question to <u>Veteran@tv</u>	e eligibility, and a li <u>tva.gov/Careers/Cl</u> : n about preference <u>'a.gov.</u>	ink to TV aiming-Ve eligibility	A Form <u>eteran-</u> , please	
*Military Service Start Date:	31 *	Military	Service End Date:	31
*Military Branch:		\checkmark		
*Military Grade:		\checkmark		
*Military Status:	Not indicated		~	
*Military Separation Status:		\checkmark		

5h. The bottom half of the Education and Work Experience screen.

If you have any relevant training courses you want us to know about, enter them in this section.

ob Training	
You have not added any training information to your application.	
Add Job Training	
o add Degrees to your application, select the Add Degrees hyperlink below.	_
Degrees	
You have not added any Degrees to your application	
Add Degrees	
o add Memberships to your application, select the Add Memberships hyperlink below.	
Memberships	
You have not added any Memberships to your application	
Add Memberships	
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eferences	
You have not added any references to your application.	
Add Reference	
n this page provide your answers to questions related to this application.	
pplication Questionnaire	
Are you 18 years or older?	
T Yes	
	1
this page, please tell us how you found out about the job. This information is required in order to submit your app	cation. If you were referred to the job from another source, you can enter details about the

5i. The full Referral Information screen.

Preferences Education and Work Experience Referral Information

On this page, please tell us how you found out about the job. This information is required in order to submit your application. If you were referred to the job from another source, you can enter details about the referral source.

Referral Information		
*How did you learn of the job:	~ ~]
SubSource:	~ ~ ~]
Specific Referral Source:		
*Are you a former employee:	No Y	
Are you related to TVA Employee:		
Previous Save as Draft	Cancel Careers Home	Vext

5j. The Submit Online Application screen includes the Burden Estimate Statement in the OMB Details. Self-identification is voluntary. The Self-identification Details section gives the applicant the option of not identifying his gender or ethnic group.

Submit Online Application

OMB Details					
OMB#	3316-0063				
Expiration Date	12/31/2016				
Statement	Burden Estimate Statement (Pursuant to 5 CFR 1320.21) Public reporting burden for this collection of information is estimated to average 1 hour per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. An agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a currently valid OMB control number. Send comments regarding this burden estimate or any other aspect of this burden, to Agency Clearance Officer, Tennessee Valley Authority, 1101 Market Street, Chattanooga, TN 37402; and to the Office of Management and Budget, Paperwork Reduction Project (3316-0063), Washington, DC 20503.				
Self Identification	on Details				
Qualified applicants are considered for and treated during employment without regard to race, color, religion, national origin, citizenship, age, marital status, ancestry, physical or mental disability, medical condition, veteran status or sexual orientation. Solely to help us comply with federal and state Equal Employment Opportunity record keeping, and other legal requirements, we invite you to complete the following information. Please note that completion of this information is voluntary. Refusal to complete this information will not subject you to adverse treatment. The information you provide is confidential and will be kept separate from your other applicant information. This information will be used for data reporting requirements and will not be considered in making any employment decisions.					
Ethnic Group	Find First 🚺 1 of 1 💟 Las				
Add Ethnic Gro	oup				
Terms and Agre	ements				
Applicants who are offered employment with TVA will be required to successfully complete a pre- employment drug test, an employment and education background check and a criminal investigation. I agree to these terms I do not agree to these terms					
Previous	Submit Application Cancel				

5k. When the applicant submits his job application, he receives a screen confirmation and the listing of all of his job applications is displayed. The system also automatically sends the applicant an email confirmation that he has applied for the job opening.

Careers Home Job Search My Saved Jobs My My Applications	Saved Searches	My Career Tools Logout
You have successfully submitted your job application	n.	
My Applications		
Display applications from: All Applications	Refresh	Previous Next Dlast D
Applications In Progress		
Application Fall - Computer Science Internships - 505114	Applied	Application Date
	Applied	00/3 //2010 3.411 //
2 Refresh		

6. Returning Applicant applies for a job. He is not required to fill out a new Applicant Profile, but has the ability to update his existing profile at any time using the link contained in the header at the top of each application screen.

To decrease the burden on the applicant when applying for subsequent job openings, the system automatically populates the new application form with most of the information that he entered on his previous job application form. The applicant has the option to review and change any of this information on the new application form.

6a. The applicant can choose to use a different resume for the new application, or re-use a resume that he has already uploaded or created online.

Apply Now	
Choose Resume	
Desume Options	
Resume Options	
How would you like to proceed?	
O Upload a new resume	
\bigcirc Copy and paste resume text	
\bigcirc Use an existing resume	
Continue Return to Previous Page	

6b. The returning applicant's Preferences screen is shown here, populated with the answers he entered the last time he submitted a job application.

Preferences Education and Work Experience Referral Information

Use this section to tell us what you are	e looking for in terms of	location, working time and type of job.
Preferences		
Desired Start Date:	09/19/2016	31
Are you willing to relocate?	No 🗸	
Are you willing to travel?	No 🗸	
Travel Percentage:		\checkmark
Regular/Temporary:	Either	\checkmark
Desired Work Days		
Monday	✓ Tuesday	✓ Wednesday
✓ Thursday	Friday	Saturday Sunday
Full/Part-Time:	Full-Time	\checkmark
Desired Shift:	1	▼
Minimum Pay:	1.00	D0000 Pay Frequency: Annually V
Currency Code:	USD 🔍 US [Dollar
Desired Hours Per Week:	40.0	
Geographic Preference		
First Choice: Tennessee - Chat	tanooga	Second Tennessee - Knoxville Q Choice:
Comments:		
[2]		

On this page, please tell us how you found out about the job. This information is required in order to submit your application. If you were referred to the job from another source, you can enter details about the referral source.

Previous
 Save as Draft
 Cancel
 <u>Carcers Home</u>
 Next

2 Refresh

6c. The returning applicant's Education and Work Experience screen is shown here, populated with the answers he entered the last time he submitted a job application.

Preferences Education and Work Experience Referral Information

Preferences						
The information you enter on this page will be used for Federal employment considerations. Indicate if you are or were ever a Federal Civilian employee and the highest grade and tenure you have held. If you are claiming Veteran's preference, you must meet the eligibility requirements in section 2108 of title 5, United States Code.						
Work Authorization						
*Are you eligible to work in the US basis?	S on a full time, reg	jular	Yes	s 🗸		
Under which of the following are y	you authorized to v	work in l	JS?			
OS Citizen	O Permaner	nt Resid	ent(Green C	ard)		
○ Refugee and emp auth doc	O Have asy	lum and	emp auth d	oc		
\bigcirc Temp work visa or emp auth d	oc O None of t	he abov	e			
Federal civilian employee?	Previous Fe Current Fee Current TV	ederal E deral Em A Emplo	mployee iployee iyee			
*If you are an external applicant and serving in the U.S Military or you ar Veteran, do you want to be consider eligible veteran for the purposes of y application to TVA?	l you are currently e a U.S. Military ed a preference- our employment	○ No	• Yes			
* Are you currently serving in the	nilitary ?	® No	⊖ Yes			
* Are you a U.S Military Veteran?		○ No	• Yes			
*Military Service Start Date:	01/03/1974 🛐 *	Military	Service End	Date:	01/04/1978 🛐	
*Military Branch:	Navy	\checkmark				
*Military Grade:	E5	~				
*Military Status:	Vietnam Veteran		~	-		
*Military Separation Status:	Separated	~				
,,,						

Indicate your highest level of education by selecting a value from the drop-down list below. This information is required in order to submit your application.

Education History				
Highest Education Level: Master's Degree				
If you have any Employment Information, enter it in this section.				
Work Experience				
You have not added any employment information to your new application.				
+ Add Work Experience				
If you have any relevant training courses you want us to know about, enter them in this section.				
Job Training				
You have not added any training information to your application.				
+ Add Job Training				
To add Degrees to your application, select the Add Degrees hyperlink below.				

Degrees
You have not added any Degrees to your application

+ Add Degrees

To add Memberships to your application, select the Add Memberships hyperlink below.

▼ Memberships
You have not added any Memberships to your application
+ Add Memberships
To add Licenses & Certifications to your application, select the Add Licenses & Certifications hyperlink below.
✓ Licenses & Certifications
You have not added any Licenses & Certifications to your application
+ Add Licenses & Certifications

To add references to your application, select the Add References link below.

You have not added any references to your application.

+ Add Reference

The applicant's answer to the Application Questionnaire is not automatically carried over to the new application form because the answer may change over time. The applicant must answer the Application Questionnaire each time he submits an application form.

en une page provide year anonce to queenone routed to une appreciation.	
Application Questionnaire	
*Are you 18 years or older?	
□ Yes	
□ No	
On this page, please tell us how you found out about the job. This information is required in order to submit your applic	ation. If you were referred to the job from another source, you can enter details about the referre
Previous Save as Draft Cancel Careers Home Next	

6d. The applicant's answers to the Referral Information questions are not automatically carried over to the new application form because the answers may be different for each application. The applicant must answer the required Referral Information questions each time he submits a new application form.

out the job. This information is requ	uired in order to submit your ap	plication. If you were referred to the job	from another source, you can en	ter details about the referral source.
	~			
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Cancel Careers Home	Next			
	No Cancel Careers Home	No V No V No V Cancel Careers Home	No V No V Cancel Careers Home	No V No V No V Cancel Careers Home

6e. The applicant's answers to the Self-Identification questions and Terms and Agreements are not automatically carried over to the new application form because the applicant may choose to answer differently over time. The applicant must answer the required Self-Identification questions and Terms and Agreements each time he submits a new application form.

Submit Online Application

OMB Details				
OMB#	3316-0063			
Expiration Date	12/31/2016			
Statement	Burden Estimate Statement (Pursuant to 5 CFR 1320.21) Public reporting burden for this collection of information is estimated to average 1 hour per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. An agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a currently valid OMB control number. Send comments regarding this burden estimate or any other aspect of this burden, to Agency Clearance Officer, Tennessee Valley Authority, 1101 Market Street, Chattanooga, TN 37402; and to the Office of Management and Budget, Paperwork Reduction Project (3316-0063), Washington, DC 20503.			
Self Identificatio	n Details			
Qualified applic religion, nation: condition, veter Solely to help u legal requireme Please note tha subject you to a from your other will not be cons	cants are considered for and treated during employment without regard to race, color, al origin, citizenship, age, marital status, ancestry, physical or mental disability, medica ran status or sexual orientation. Is comply with federal and state Equal Employment Opportunity record keeping, and o ents, we invite you to complete the following information. at completion of this information is voluntary. Refusal to complete this information will n adverse treatment. The information you provide is confidential and will be kept separat rapplicant information. This information will be used for data reporting requirements an idered in making any employment decisions.	ll ther lot e nd		
Gender:	Male V			
Ethnic Group	Find First 🚺 1 of 1 🖸	Last		
Two or More	Races	Û		
Add Ethnic Gro	quo			
Terms and Agre	ements			
Applicants who are offered employment with TVA will be required to successfully complete a pre- employment drug test, an employment and education background check and a criminal investigation.				
OI agree to th	iese terms			
I do not agr	ee to these terms			
Previous	Submit Application Cancel			
C Refresh				

6f. The applicant's answer to the Terms and Agreements is not automatically carried over to the new application form. The applicant must re-agree to the Terms and Agreements each time he submits an application form.

Ethnic Group	Find First 🚺 1 of 1 🕨	Last
Two or More Races		Î
Add Ethnic Group		
Terms and Agreements		
Applicants who are offered employment with TVA will be required to success employment drug test, an employment and education background check and	ully complete a pre- a criminal investigation.	
• agree to these terms		
\bigcirc I do not agree to these terms		
Previous Submit Application Cancel		