



James W. Hovious

Engineer, Generators and Exciters

Power Operations, Chattanooga

40 Years of TVA Service

Education and Professional Designations:

Bachelor of Science in Electrical Engineering, Tennessee Technological University, 1979.

Master of Science in Electrical Engineering, Tennessee Technological University, 2005.

Registered as a Professional Engineer, Tennessee License # 00016278.

Member, Institute of Electrical and Electronic Engineers (IEEE).

Member, TVA Engineering Association (TVAEA).

Previous TVA Experience: I have worked on generators in all TVA fossil plants and in many TVA nuclear, hydro, and gas plants over the past 40 years. I have been involved in numerous failure investigations and major upgrade projects on generators during this time.

Other Information: TVAEA Chattanooga Section President, 1988-89. TVARS Board Member, 2013 to present. Married, Two Adult Sons.

When I ran for the TVARS Board in 2013 and 2016, I made a commitment that I would vote against any cuts in benefits, and I have honored that commitment. If reelected, I will continue to fight future rounds of benefit cuts (including 401(k) match reductions), which in my opinion are likely.

I have voted for the following rule changes and will continue to push for them:

- The 7th TVARS Board director, a retiree, shall be prohibited from engaging in any kind of business relationship with TVA, including consulting, contracting, or representing any company seeking to do business with TVA. The present practice, at best, creates the appearance of a serious conflict-of-interest.
- TVA executives who are covered by the Supplemental Executive Retirement Plan (SERP) shall not be allowed to sit on the TVARS Board. TVARS benefits represent a much smaller percentage of these executives' total benefit packages than other TVARS members. Executives with a SERP should not be allowed to be in a position to vote on benefits for those without a SERP. The TVA SERP is 100% funded.

Investment performance is extremely important to system funding. Although the TVARS staff manages our funds well and the funding level has improved, TVARS is still underfunded. I will continue to closely follow the performance of TVARS investments.

It is essential for employees to have all three of their elected TVARS Board directors on the same page working for the sole and exclusive benefit of TVARS members and beneficiaries, which did not happen until almost two years ago. TVA needs only one amenable elected director on the TVARS Board to have control of the TVARS Board. Three directors are needed to call for a vote. One elected director working in collusion with TVA can allow TVA to reduce benefits, prevent votes on matters that TVA does not want to be discussed or even known, or put a 7th director of TVA's choosing on the Board. Last year after three united elected directors were in place, the TVARS Board passed a term limit rule by a 4 to 3 vote, with all three elected directors voting no. That circumvented TVARS rules which require five votes for the removal of a director. TVA's efforts to prevent employees from having three elected TVARS directors who vote as one voice are a reality, and there will likely be another election a few months after this one. TVA is desperate to maintain control of the TVARS Board, and will no doubt run a candidate in that election. Again, it is extremely important for employees to elect TVARS directors who will solely represent the interests of TVARS members and beneficiaries and who will not be amenable to TVA. TVA has their three appointed directors on the TVARS Board, and it is detrimental to employees for TVA to have an elected director as well.

I ask for your vote, and will continue to work solely in your interests.

INFORMATION IS BASED ON THE CANDIDATE'S REPRESENTATION.