Memorandum of Understanding
between
Tennessee Valley Authority
and the
Tennessee Valley Trades and Labor Council
regarding
Helmets to Hardhats Program

The Tennessee Valley Authority (TVA) and the Tennessee Valley Trades and Labor Council (Council) support the Helmets to Hardhats program of the Center for Military Recruitment, Assessment, and Veterans Employment (Center). Recognizing that the Helmets to Hardhats program facilitates transitioning active-duty military members, veterans, and members of the National Guard and Reserves into careers in the building and construction industry such as those offered at TVA and on TVA projects, and in keeping with the parties' commitment to help those who have served our country find quality careers, TVA and the Council agree to support the Center's activities.

Effective the first contractor payroll period after January 1, 2012, each contractor and subcontractor performing work under the Project Maintenance and Modification Agreement (PMMA) or the Construction Project Agreement (CPA) shall contribute to the Center two cents ($0.02) per hour for each hour worked by each individual employee under these agreements (see Wage Exhibit B). This contribution amount reflects a one cent ($0.01) per hour contribution from the contractors and covered subcontractors and a one cent ($0.01) per hour contribution from the negotiated wage rates (see Wage Exhibit A, C, and S-1).

The parties reserve the right to reexamine these contributions after one year to determine whether to continue or discontinue contributions.

If it is agreed to continue these contributions, the parties agree to incorporate the following language into the PMMA and CPA agreements:

HELMETS TO HARDHATS

Section 1. Each contractor and covered subcontractor performing work under the agreement shall contribute to the Center the amount of two cents ($0.02) per hour for each hour worked by each individual employee covered by this agreement. Payment shall be forwarded to the Center monthly in a form and manner as established by the Center's trustees.

Section 2. Contractors and covered subcontractors who fail to pay contributions, or other payments owed to the Center within 30 days of the date when such contributions or other payments are, due shall be liable to the Center for all costs of collection, including reasonable attorney's fees and court costs.

Peyton A. Hairston, Jr.  [Date]
Senior Vice President
Diversity and Labor Relations
Tennessee Valley Authority

George Jones  [Date]
Administrator
Tennessee Valley Trades and Labor Council
THE CENTER FOR MILITARY RECRUITMENT, ASSESSMENT
AND VETERANS EMPLOYMENT
HELMETS TO HARDHATS® PROGRAM

CONTRIBUTION FORM
For all Contractors and Subcontractors Participating under the
TVA- Construction Project Agreement
and Project Maintenance Modification Agreement

CONTRACTOR INFORMATION

Date: ____________________ Person Completing This Form: ________________________________
(Name, Title)

(Phone) ____________________ (E-Mail) ____________________

Contractor's Name: ______________________________________
(Name)

General: ☐ or Sub: ☐ If Sub, who is General: _______________________

PROJECT INFORMATION

Project Name: ____________________________________________

City, State: ______________________________________________

CONTRIBUTION INFORMATION

The hours provided below are for the month/year of ____________ __________

<table>
<thead>
<tr>
<th>CRAFT:</th>
<th>HOURS WORKED:</th>
<th>CRAFT:</th>
<th>HOURS WORKED:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asbestos Workers</td>
<td></td>
<td>Labors</td>
<td></td>
</tr>
<tr>
<td>Boilermakers</td>
<td></td>
<td>Millwrights</td>
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<tr>
<td>Bricklayers</td>
<td></td>
<td>Operating Engineers</td>
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<tr>
<td>Carpenters</td>
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<td>Painters</td>
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<tr>
<td>Cement Masons</td>
<td></td>
<td>United Association</td>
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</tr>
<tr>
<td>Electricians</td>
<td></td>
<td>Roofers</td>
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</tr>
<tr>
<td>Elevator Constructors</td>
<td></td>
<td>Sheet Metal Workers</td>
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<tr>
<td>Glaziers</td>
<td></td>
<td>Teamsters</td>
<td></td>
</tr>
<tr>
<td>Iron Workers</td>
<td></td>
<td>Other</td>
<td></td>
</tr>
</tbody>
</table>

NOTE:
• The contribution rate for all contractors is $0.02/hour worked.

MAKE CHECK PAYABLE TO:
The Center for Military Recruitment, Assessment and Veterans Employment Labor Management Cooperation Committee Trust (CMRAVE)
EIN: 43-1972568

DISTRIBUTION:
Mail one (1) copy of this form along with a check for your contribution to:
Center for Military Recruitment, Assessment and Veterans Employment Helmets to Hardhats Program c/o North America’s Building Trades Unions 815 16th Street, NW, Suite 500 Washington, DC 20006-4104

Total Hours = ________ x $0.02/hr = __________ Total contribution enclosed