



**Memorandum from the Office of the Inspector General**

November 7, 2024

Jeffrey J. Lyash

**OFFICE OF THE INSPECTOR GENERAL – INDEPENDENT REPORT ON THE  
AGREED-UPON PROCEDURES FOR TVA FISCAL YEAR 2024 PERFORMANCE  
MEASURES**

We have performed the procedures enumerated in Attachment 1, Agreed-Upon Procedures and Findings, which were requested and agreed to by Tennessee Valley Authority (TVA) management solely to assist management in determining the validity of the Winning Performance (WP)/Executive Annual Incentive Plan (EAIP) Measures for fiscal year (FY) ending September 30, 2024. TVA management is responsible for the WP Measures data provided.

In summary, we found the:

- FY 2024 WP goals for the enterprise measures were properly approved.
- FY 2024 goals (target) for the corporate multiplier measures were properly approved.
- Actual FY to-date results for the enterprise measures agreed with the underlying support, without exception.
- Actual FY to-date results for the corporate multiplier measures agreed with the underlying support, without exception.
- FY 2024 WP, EAIP, and Chief Executive Officer payout percentages provided by the Business Planning and Analysis organization on November 3, 2024, were mathematically accurate and agreed with the Office of the Inspector General's recalculation. The TVA payout percentages are included in Attachment 2.

The procedures performed and corresponding detail findings are presented in Attachment 1.

An agreed-upon procedures engagement involves the practitioner performing specific procedures that the engaging party has agreed to and acknowledged to be appropriate for the intended purpose of the engagement and reporting on findings based on the procedures performed. We were not engaged to and did not conduct an examination or a review of the matters addressed herein, the objective of which would be the expression of an opinion or limited assurance on WP measures. Accordingly, we do not express such an opinion or limited assurance. Had we performed additional procedures, other matters might have come to our attention that would have been reported. This agreed-upon procedures engagement was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants and *Government Auditing Standards* issued by the Comptroller General of the United States that require us to be independent of TVA management and to meet other ethical responsibilities.

TVA management determined the agreed-upon procedures to be performed and, therefore, the sufficiency of these procedures is the responsibility of TVA management. In addition, TVA management acknowledged the procedures performed are appropriate to meet the intended purpose of the engagement. Consequently, we make no representation regarding the sufficiency of the procedures described below either for the purpose for which this report has been requested or for any other purpose. The procedures performed may not address all the items of interest to a user of the report and may not meet the needs of all users of the report and, as such, users are responsible for determining whether the procedures performed are appropriate for their purposes.

This report is intended solely to assist TVA management in determining the validity of the WP measures and is not suitable for any other purpose.

We appreciate the cooperation and support provided by your staff. If you have any questions or would like to discuss further, please contact me at (865) 633-7373.



David P. Wheeler  
Assistant Inspector General  
(Audits and Evaluations)

AHM:KDS

Attachments

cc (Attachments):

TVA Board of Directors  
Janda E. Brown  
Carol E. Eimers  
Buddy Eller  
Melanie E. Farrell  
David B. Fountain  
Stephen H. Gaby  
Morgan W. Hopkins  
Jill M. Matthews

Thomas C. Rice  
N. Brandon Stiles  
Wilson Taylor III  
John M. Thomas III  
Will M. Trumm  
Ben R. Wagner  
Diane T. Wear  
OIG File No. 2024-17526

**AGREED-UPON PROCEDURES AND FINDINGS**

<b>Agreed-Upon Procedures</b>	<b>Findings</b>
<p>1. Compare the approved measures, weights and goals (threshold, target, and stretch) of the enterprise measures found on the approved definition sheets with the measures, weights and goals (threshold, target, and stretch) used in the calculations for fiscal year (FY) ending September 30, 2024, and trace all differences to approved change forms obtained from the Business Planning and Analysis organization.</p>	<p>We compared the approved measures, weights, and goals (threshold, target, and stretch) on the approved definition sheets with the measures, weights, and goals (threshold, target, and stretch) used in the calculations for FY-ending September 30, 2024.</p> <p>The enterprise scorecard and associated definition sheets were approved by the Tennessee Valley Authority (TVA) Board of Directors on February 14, 2024.</p> <p>No exceptions were found as a result of applying the procedure.</p>
<p>2. Compare the goals (target) of the corporate multiplier measures to the goals (target) shown on the approved definition sheets for FY ending September 30, 2024, and trace all differences to approved change forms obtained from the Business Planning and Analysis organization.</p>	<p>We compared the approved goals (target) of the corporate multiplier measures to the goals (target) shown on the approved definition sheets for FY ending September 30, 2024, to the measures the TVA used to calculate the Winning Performance (WP)/Executive Annual Incentive Plan (EAIP)/Chief Executive Office (CEO) payout percentage, without exception.</p> <p>The TVA corporate multiplier performance measures and goals for FY 2024 were approved by the TVA Board of Directors on February 14, 2024.</p>
<p>3. Compare the actual year-to-date results for the enterprise measures to the underlying support.</p>	<p>We compared the actual FY to-date results for the enterprise measures to the definition sheets and the respective supporting documentation, without exception. The actual FY to-date results are included in Attachment 2.</p>
<p>4. Compare the actual year-to-date results for the corporate multiplier measures to the underlying support.</p>	<p>We compared the actual FY to-date results for the corporate multiplier measures to the underlying support, without exception. The actual FY to-date results are included in Attachment 2.</p>
<p>5. Mathematically check the accuracy of the FY 2024 WP/EAIP/Chief Executive Officer scorecard results.</p>	<p>The FY 2024 WP/EAIP/CEO payout percentages provided by the Business Planning and Analysis organization on November 3, 2024, were mathematically accurate and agreed with the Office of the Inspector General's recalculation. The TVA payout percentages are included in Attachment 2.</p>

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<i><b>Scorecard</b></i>	<i><b>Payout Percentage</b></i>	
<b>Winning Performance</b>	170.0%	
<b>Executive Annual Incentive Plan</b>	170.0%	
<b>Chief Executive Officer<sup>1</sup></b>	127.5%	
<i><b>Corporate Multiplier Measures</b></i>	<i><b>FY 2024 Target</b></i>	<i><b>FY 2024 Final Results</b></i>
<b>Serious Injury Incident Rate</b>	0.00	0.00
<b>Total Financing Obligations (\$ Billion)</b>	\$22.2	\$21.2
<b>Operating Cash Flow (\$ Million)</b>	\$2,619	\$3,003
<b>Net Income (\$ Million)</b>	\$874	\$1,135
<b>Jobs Created and Retained</b>	35,000 – 70,000	52,761
<b>Board Level Significant Events</b>	0	0

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<sup>1</sup> On May 9, 2024, the Board approved re-establishing the previous maximum payout of 150 percent for the Chief Executive Officer under TVA's annual and long-term incentive plans.