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March 8, 2016

Mr. Bill Johnson
President and CEO
Tennessee Valley Authority
400 West Summit Hill Drive
Knoxville, TN 37902

Dear Mr. Johnson,

I write to you to express my concern with the apparent inequity in the Tennessee Valley Authority's (TVA) pension proposal for its retirees and executives.

Last week, the Tennessee Valley Authority Retirement System board approved a proposal to reduce the pension benefits for employees hired in the past 20 years then shift those employees from a plan that guarantees a fixed level of benefits to a 401(k) plan for future benefit payments.

A recent *New York Times* article¹ detailed that TVA executives receive a supplemental executive retirement plan (SERP) which is not subject to the same cuts as other TVA workers. You were quoted in the article as saying that cutting SERP would be "mere symbolism." I understand that the plan is separate and your general pension plan receives cuts but reducing executive pay and bonuses is not symbolic to the workers who would be subject to severe reductions to retirement benefits.

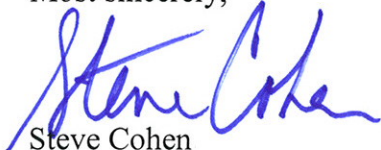
Most supplemental plans run parallel with qualified plans but that is not the case with TVA. It is important that workers and executives are subject to the same cuts for equity. Not only is it fair but it is ethically and morally right. By not subjecting all executive compensation to a reduction the message that's sent, intended or not, is that executives are valued more than the workers and retirees.

¹ Pension Benefit Cuts Planned at T.V.A., Breaking a Federal Firewall: <http://nyti.ms/1TXzOIP>

I hope that as the TVA management and board work to implement a plan regarding the future of retirement benefits that SERP is included in a more equitable manner to any potential benefit reduction.

As always, I remain,

Most sincerely,

A handwritten signature in blue ink, appearing to read "Steve Cohen". The signature is fluid and cursive, with the first name "Steve" and last name "Cohen" clearly distinguishable.

Steve Cohen
Member of Congress