

**MEMORANDUM OF AGREEMENT (MOA)
BETWEEN
THE HARRISON POWER STATION AND UWUA LOCAL 304**

THIS AGREEMENT is made and entered into by the Utility Workers Union of America affiliated with the AFL-CIO and it's Local Union 304 (the "Union"), representing certain employees of the Company, hereinafter referred to as "employee" or "employees", and Monongahela Power Company and FirstEnergy Generation LLC, wholly owned subsidiaries of FirstEnergy Corp., on behalf of Harrison Power Station, its successors or assigns (hereinafter referred to as the "Company")

1. Employees in the I&C Technician job classification on November 1, 2015, will be moved to the Master I&C Technician job classification at the appropriate step based on their current wage rate.
2. All newly hired or promoted employees who enter the I&C Department will enter as an I&C Technician, (Grade 7). Once the employee has completed the necessary training and reviews for progression toward the maximum step for his or her respective job classification, the employee may continue working toward completing the necessary training and reviews for promotion to the next classification in his or her line of promotion (Master I&C Technician) within the I&C department. Once completed, the employee will be promoted to Master I & C Technician at the appropriate rate per the contract.
3. The Union agree that all Title V reporting responsibilities as well as Method 9 Stack Reading responsibilities will continue to be performed by Management personnel.

IN WITNESSETH WHEREOF, the parties have affixed their signatures on this 22 day of OCTOBER 2015.

FOR THE COMPANY:

FOR THE UNION:



Gary Dinzeo
Director, Harrison Power Station

Tom Cunningham
UWUA Local 304