

**MEMORANDUM OF UNDERSTANDING (MOU)  
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")

The parties agree that that going forward the following language will apply with regard to the payment of shift premiums:

**Section 6. Premiums**

(a) Shift Premium

Going forward, an afternoon shift premium of one dollar and fifty five cents (\$1.55) per hour will be paid for hours worked on the afternoon shift as defined in Hours of Work in any standard workday.

Going forward, a nightshift premium of one dollar and sixty cents (\$1.60) per hour will be paid for hours worked on the night shift as defined in Hours of Work in any standard workday.

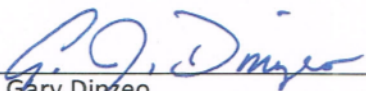
An employee must work at least 4 hours on any shift other than day shift in order to receive the above shift premium.

It is also agreed that all outstanding grievances regarding shift premium will be withdrawn by the Union.

IN WITNESSETH WHEREOF, the parties have affixed their signatures on this 29<sup>th</sup> day of June 2016.

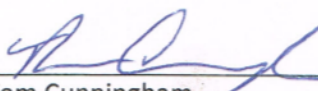
FOR THE COMPANY:

FOR THE UNION:



Gary Dinzeo

Director, Harrison Power Station



Tom Cunningham

UWUA Local 304