

**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")

Going forward, Maintenance employees that are required to work 10 hours in a day will be provided a 10 minute break after the employee has worked eight (8) hours. The time of the break will be at the sole discretion of the supervisor.

IN WITNESSETH WHEREOF, the parties have affixed their signatures on this 17th day of May 2016.

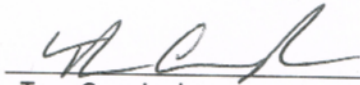
FOR THE COMPANY:

FOR THE UNION:



Gary Dinzeo

Director, Harrison Power Station



Tom Cunningham

UWUA Local 304

