

**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")

1. It is agreed that when Solid Waste is working an eight (8) week rotation 3 employees will be permitted off on vacation and when Solid Waste is working a seven (7) week rotation 2 employees will be permitted off on vacation.
2. This agreement shall settle grievance 2015-304-0001, 2015-304-0033 and any other outstanding grievances pertain to the Solid Waste Processing rotation change.
3. This agreement shall also settle Unfair Labor Practice 60-CA-154667 file by the Union on this topic.

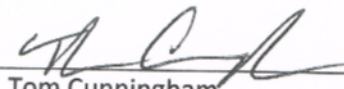
IN WITNESSETH WHEREOF, the parties have affixed their signatures on this 17th day of May 2016.

FOR THE COMPANY:

FOR THE UNION:



Gary Dinzeo  
Director, Harrison Power Station



Tom Cunningham  
UWUA Local 304

