

**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 its 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. In accordance with the contract, employees who select a week's vacation when a paid holiday occurs in that week, receive an additional vacation day off with pay (day in lieu). That additional day will be the employee's last scheduled workday preceding or the next scheduled workday following the vacation. As an option, an employee may use that additional day subsequent to the holiday. This subsequent day is defined as a day prior to or after the week of selected vacation.
2. To afford employees in maintenance the opportunity to use that additional day, the following procedure will be used. Use of this procedure will signify Company approval of the request.
 - a. As VPAD selections (Article IX; Section 8) are made, employees will select their subsequent day and mark it accordingly.
 - b. Employees may select only days that are available, based on existing VPAD selections and the maximum allowed employees off per crew.
 - c. After an employee has made his selection of a subsequent day, that day is subject to "bumping" by employees who select a full week of VPAD that includes that employee's subsequent day pick.
 - d. Bumping occurs when the maximum number of employees allow off at any time is reached by employees with a full week of VPAD.
 - e. When that occurs, the employee who was bumped from his subsequent day pick will have the next pick prior to any full week VPAD picks. Picking only from available days.
 - f. It is possible for an employee to be bumped again. If so, the employee will pick again.
 - g. A subsequent day pick cannot be bumped by week of vacation that is not picked during the vacation selection period.
 - h. Subsequent day will not be considered part of the 80 hour single day usage.
 - i. It is agreed that in the 2016 calendar year no more than 12 employees in the mechanical maintenance department will be permitted off on any single day. Supervisors will ensure that this number is not exceeded.
3. Once selected, subsequent days can be changed only under extenuating circumstances and with the department manager's approval.

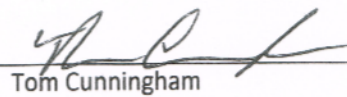
IN WITNESSETH WHEREOF, the parties have affixed their signatures on this 17th day of May 2015.

FOR THE COMPANY:

FOR THE UNION:



Gary Dinzeo
Director, Harrison Power Station
Director, Harrison Power Station



Tom Cunningham
UWUA Local 304

