

Time-Off Programs

TIME-OFF FOR JURY DUTY/WITNESS APPEARANCES

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ELIGIBLE EMPLOYEES

For the purposes of this summary, the term “Company” means FirstEnergy Corp. and any of its operating companies to which the FirstEnergy Time-Off programs have been extended (see section entitled “Participating Employers”).

Time-Off Benefits generally apply to all full-time regular employees not represented by a labor union, including full-time non-bargaining employees of Jersey Central Power and Light, Metropolitan Edison, Pennsylvania Electric and GPU Service, Inc. who become eligible to participate January 1, 2002. Part-time employees are eligible to participate only where specifically indicated. With the exception of Vacation benefits for IBEW Local 1413 (described in this Time-Off Benefits section), Holidays, Paid Absence Days, Vacation, Leave of Absence, Disability Income Benefits, Time-Off for a Funeral, Time-Off for Jury Duty and Military Leave of Absence for all participating employees represented by a labor union are specified in their respective labor agreements.

The following description of the time-off programs has been prepared to help you gain a better understanding of the terms and conditions of each plan.

These programs and their associated policies are not binding contracts but sets of guidelines for implementation. The Company reserves the right to modify the provisions of any of these programs at any time and without notice.

If you have questions after reviewing this material, contact your local Human Resources Office for assistance.

TIME-OFF FOR JURY DUTY/WITNESS APPEARANCES**Effective: January 1, 2002**

Policy Paid time-off may be granted to an employee required to serve as a juror or when subpoenaed to appear locally as a witness in court or before any other body empowered by law to compel attendance of witnesses by subpoena.

However, should the employee be required to be present in court in a case where he/she is a party litigant, no pay will be allowed.

If the employee is excused from jury service or witness appearance for the remaining portion of the day, he/she is expected to report to work for the balance of his/her work day.

Procedure An employee requesting paid time-off for jury duty or witness appearance shall provide evidence of the required service to his/her supervisor as soon as possible after the employee is notified.

OTHER FACTS AND INFORMATION

These Programs are Not an Employment Contract These programs shall not be deemed to constitute a contract between the Company and any employee nor shall anything herein contained be deemed to give any employee any right to be retained in the employ of the Company or to interfere with the right of the Company to discharge any employee at any time and to treat the employee without regard to the effect which such treatment might have upon the employee as a participant in these programs.

Right to Amend Programs The programs may be amended or terminated by the Chief Executive Officer of FirstEnergy Corp. or his appointed designee at any time or for employees represented by a labor union in accordance with the applicable collective bargaining agreements.

Participating Employers and Identification Numbers

FirstEnergy Corp.
EIN 34-1843785

Ohio Edison Company
EIN 34-0437786

Pennsylvania Power Company
EIN 25-0718810

Cleveland Electric Illuminating Company
EIN 34-0150020

Toledo Edison Company
EIN 34-4375005

Jersey Central Power and Light
EIN 21-0485010

Metropolitan Edison
EIN 23-0870160

Pennsylvania Electric
EIN 25-0718085

FirstEnergy Nuclear Operating Company
EIN 34-1881483

FirstEnergy Solutions Corp.
EIN 31-1560186

FirstEnergy Facilities Services Group, Inc.
(Holding Company Staff Only)
IN 34-1876453

American Transmission Systems, Incorporated
EIN 34-1882848

FirstEnergy Generation Corp.
EIN 34-1940561

GPU Service, Inc.
EIN 13-2676321

Additions or deletions to the list of Participating Employers may be made at any time at the sole discretion of the Program Sponsor. An up-to-date listing of Participating Employers may be obtained from the Plan Administrator.

Participating Unions in accordance with the labor agreements between Ohio Edison Company and:

Utility Workers Union of America, A.F.L.-C.I.O.
Local Union Nos. 350, 351

Utility Workers Union of America, A.F.L.-C.I.O.
Local Union No. 457

Utility Workers Union of America, A.F.L.-C.I.O.
Local Union Nos. 118, 126

International Brotherhood of Electrical Workers, A.F.L.-C.I.O.
Local Union No. 1194

Participating Unions in accordance with the labor agreements between Pennsylvania Power Company and:

Utility Workers Union of America, A.F.L.-C.I.O.
Local Union No. 140

Participating Unions in accordance with the labor agreements between Toledo Edison Company and:

International Brotherhood of Electrical Workers, A.F.L.-C.I.O.
Local Union No. 1413