SICK LEAVE BENEFITS FOR ELIGIBLE UNION EMPLOYEES

ELIGIBLE EMPLOYEES ................................................................. 2
SICK LEAVE BENEFITS ................................................................ 2
Non-Industrial Injury or Illness ..................................................... 2
Service Used to Determine Sick Pay Eligibility ............................. 3
Other Time-Off Benefits While Receiving Sick Pay ....................... 3
Reestablishing Sick Pay Benefits .................................................... 4
Termination of Employment .......................................................... 4
Industrial Injury or Illness .............................................................. 5
Exclusions for Sick Pay or Supplemental Sick Pay Benefits .............. 5
OTHER FACTS AND INFORMATION .............................................. 6
ELIGIBLE EMPLOYEES
For the purposes of this summary, the term “Company” means any of the operating companies, subsidiaries, and affiliates of FirstEnergy Corp. to which the FirstEnergy Time-Off programs have been extended (see section entitled “Participating Employers”).

Sick leave benefits apply to full-time represented employees whose respective labor agreement refers to FirstEnergy Sick Leave Benefits. Part-time employees are eligible to participate only where specifically indicated. The following description of sick leave benefits has been prepared to help you gain a better understanding of the terms and conditions of the plan. Employees represented by a labor union should refer to their respective labor agreement for information regarding other Time-Off Benefits.

If you have questions after reviewing this material, contact the Human Resources Service Center or your local Human Resources Office.

SICK LEAVE BENEFITS
Effective: January 1, 2016 (Replaces previous policy effective January 1, 2012) The purpose of this policy is to describe sick leave benefits provided by the Company to assist eligible union employees during medical absences due to the employee’s injury or illness.

Sick Leave Benefits Provided to Union Employees Sick leave benefits are intended to provide financial protection to an employee who is medically determined to be unable to work due to his/her own personal injury or illness. Benefits will be payable to an employee whose own sickness, pregnancy or injury, requires the appropriate care and continuing treatment from a doctor (not related to the employee), and who is unable to perform the essential functions of his/her regular job or a temporary modified duty assignment for which the Company determines he / she is otherwise qualified. The Company’s physician shall make the final determination whether the employee’s absence from work is medically necessary. Employees with incapacities resulting from pregnancy, childbirth, or related medical conditions will be treated the same as employees with incapacities resulting from other medical conditions. Human Resources Policy Letter 308-Employee Attendance Policy and local attendance policies provide guidance on attendance and responsibilities with respect to absences.

The following sick pay and supplemental sick pay tables are not intended to guarantee an employee a specific number of days off with pay, or modify the attendance policies. Sick pay and supplemental sick pay benefits are not entitlements or vested benefits and are not considered accrued paid medical/sick leave. They are not available on the days an employee is on a leave of absence except when taken concurrently with FMLA as described below. Aside from periods of time when receiving sick pay concurrently with FMLA, the period of time an employee receives sick pay or supplemental sick pay will reduce the employee’s percentage of availability for work.

Non-Industrial Injury or Illness An eligible union employee who has a medically necessary absence from work due to non-industrial injury or illness shall be eligible to be covered by the sick pay benefits shown on the schedule below. Sick pay benefits will be offset by any primary Social Security benefits resulting from a Social Security disability benefit awarded for the same period as sick pay.
Service Used to Determine Sick Pay Eligibility
Service used to determine sick pay eligibility in the current year will equal the number of whole years of service at the end of the previous calendar year. Only service since the employee’s latest hire (rehire) date will be considered for full-time employees hired (rehired) on or after January 1, 2005 regardless of any prior service. Service used to determine pension benefit(s) under the terms of the FirstEnergy Corp. Pension Plan will be used for employees with an original hire or latest hire (rehire) date prior to January 1, 2005. Under Pension Plan provisions, prior service for employees rehired before 2005 may be restored or lost based on the Pension Plan’s break-in-service rules.

<table>
<thead>
<tr>
<th>Whole Years of Service at End of Prior Calendar Year</th>
<th>Sick Pay in Following Calendar Year*</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>No. of Days at Full Base Pay</td>
</tr>
<tr>
<td>First 6 months of service</td>
<td>0</td>
</tr>
<tr>
<td>Less than 1 year</td>
<td>10</td>
</tr>
<tr>
<td>1 year or more, and less than 2 years</td>
<td>25</td>
</tr>
<tr>
<td>2 years or more, and less than 3 years</td>
<td>40</td>
</tr>
<tr>
<td>3 years or more, and less than 4 years</td>
<td>55</td>
</tr>
<tr>
<td>4 years or more, and less than 5 years</td>
<td>70</td>
</tr>
<tr>
<td>5 years or more, and less than 6 years</td>
<td>85</td>
</tr>
<tr>
<td>6 years or more, and less than 7 years</td>
<td>100</td>
</tr>
<tr>
<td>7 years or more, and less than 8 years</td>
<td>115</td>
</tr>
<tr>
<td>8 years or more</td>
<td>130</td>
</tr>
<tr>
<td>Maximum Months</td>
<td>6 Months*</td>
</tr>
</tbody>
</table>

*If LTD application pending at end of 6 months maximum, up to an additional 8 weeks of sick pay at half base pay will be provided and offset from approved LTD benefit.

Other Time-Off Benefits while receiving Sick Pay
The following applies to the use of other time-off benefits when an employee is receiving sick pay benefits:

Paid Absence Days (PAD) and Vacation Paid Absence Days (VPAD) - An employee receiving sick pay benefits at half base pay may also be paid his/her paid absence days and vacation paid absence days, if available, in half-day increments, in order to receive the equivalent of full base pay.

Holiday - An employee off work due to injury or illness the day before and the day after a holiday should receive sick pay, if applicable, but not holiday pay.
Family Medical Leave - When an employee’s absence qualifies as his/her own serious health condition under the Family and Medical Leave Act of 1993 (FMLA), the Company will designate the absence as an FMLA Leave under the Company’s Family and Medical Leaves of Absence policy. An employee’s absence that qualifies for sick pay under the Company’s Sick Leave Benefits policy will run concurrently with FMLA provided an employee meets the eligibility requirements and provisions necessary to qualify for both FMLA and sick pay. If an employee does not qualify for sick pay, unpaid FMLA will apply if the employee otherwise qualifies for FMLA.

Reestablishing Sick Pay Benefits Sick pay benefits do not accumulate from year to year. An employee’s full years of service at the end of the prior calendar year determines the employee’s sick pay schedule for the following calendar year, unless the employee does not reestablish his/her sick pay schedule as described below.

If an employee’s absence due to personal injury or illness extends into the following calendar year, the employee will continue to receive sick pay based upon his/her benefit from the previous calendar year. That is, the number of sick days remaining in the following calendar year will be equal to the employee’s sick pay benefit from the previous calendar year less the number of sick days paid to the employee in the previous calendar year. If an employee returns to work full duty for thirty (30) or more calendar days and is again absent from work due to injury or illness, the employee will reestablish his/her sick pay schedule based on his/her accumulated service at the end of the prior calendar year. However, if an employee returns to work for less than thirty (30) calendar days, and is again absent from work due to injury or illness, the employee will continue with the remaining sick pay benefit from the previous calendar year. A return to work in a temporary modified capacity or to partial days will not count toward the thirty (30) calendar days required to reestablish an employee’s sick pay schedule into the following year.

To encourage the utilization of modified duty or partial work days to enable an employee to return back to his/her job as soon as medically justified, modified duty or partial work days will not reduce an employee’s sick pay benefit.

Termination of Employment If the employee is not approved for LTD benefits by the end of the 12th month of disability and is unable to return to work, his/her employment will be terminated at the end of the 12th month of disability. A full description of the terms, conditions, and qualifications for Long-Term Disability Plan benefits, as well as reinstatement rights is provided in the description of the Long-Term Disability Plan.

Reduction in Force If an employee is absent from work due to a serious long-term disabling illness or injury prior to the date an involuntary reduction in force occurs in which the employee would have participated, and if in the opinion of the Company physician, the employee would not have been able to return to work within 30 days had the reduction in force not occurred, then the employee will continue to receive sick pay benefits per the table on page 3 until the earlier of:

- a finding by the Company physician that the employee no longer qualifies for sick pay. At such time his/her employment will be terminated, and he/she may be offered severance benefits per the Severance Benefits Plan if eligible; or,
• 6 months from the date of the onset of the illness or injury provided he/she is not approved for long-term disability benefits. At such time, his/her employment will be terminated.

If in the opinion of the Company physician the employee would have been able to return to work within 30 days had the reduction in force not occurred, then his/her employment will be terminated, and he/she may be offered severance benefits per the Severance Benefits Plan, if eligible.

**Industrial Injury or Illness** Unless otherwise defined in the employee’s respective labor agreement, in addition to the workers’ compensation benefit, a union employee who has a medically necessary absence from work due to an injury or illness received in the course of and arising out of his/her employment with the Company, and for which injury or illness he/she is receiving disability benefits under workers’ compensation, shall be eligible to receive supplemental sick pay benefits for up to 26 weeks at 50% of the difference between their base pay and the workers compensation benefit.

**Termination of Employment** If the employee is unable to return to work after 12 continuous months of absence and is not approved for long-term disability benefits, his/her employment will be terminated. Workers’ compensation benefits may continue if he/she continues to qualify under applicable state law. A full description of the terms, conditions, and qualifications for Long-Term Disability Plan benefits, as well as reinstatement rights is provided in the description of the Long-Term Disability Plan.

An employee off work due to an industrial injury or illness the day before and the day after a holiday should receive supplemental sick pay benefits, when eligible, but not holiday pay.

Information regarding workers’ compensation benefits is available in the FirstEnergy Employee Compensation and Benefits Handbook, under Other Benefits.

**Exclusions for Sick Pay or Supplemental Sick Pay Benefits** Sick pay or supplemental sick pay benefits will not be paid, or will be suspended in circumstances such as, but not limited to, the following:

• The employee’s injury or illness occurs while in the course of gainful employment for some employer other than the Company.

• The employee fails to notify the Company of the cause of an absence prior to the start of the first scheduled working day (except where physically impossible to do so).

• The employee fails to present reasonable evidence of his/her inability to work due to injury or illness when requested by his/her supervisor or does not permit such reasonable examinations and inquiries by a Company representative or physician as in the judgment of the Company may be necessary to ascertain the employee’s condition.

• In the opinion of the Company physician, the employee is able to return to work on a full or modified basis.
• The employee fails to adopt remedial measures to treat his/her condition.

• The employee’s injury or illness is attributable to the use of drugs, intoxication, willful conduct, or for any injury sustained in the commission of a crime or violation of law.

• The employee has abused the sick pay or supplemental sick pay benefits.

An injury or illness will be classified as either non-industrial or industrial. If an employee receives benefits for a particular injury or illness under one schedule, the employee will be ineligible for receiving further benefits for that same injury or illness under the other schedule, unless the injury or illness is reclassified. In that case, benefits already received under the one schedule will be credited against any benefits otherwise available under the other schedule.

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.

Participating Employers and Identification Numbers

Monongahela Power Company dba Allegheny Power
EIN 13-5229392

PARTICIPATING UNIONS:

Participating Unions in accordance with the labor agreement between Monongahela Power Company dba Allegheny Power and:

International Brotherhood of Electrical Workers, A.F.L.-C.I.O.
Local Union No. 2357

International Brotherhood of Electrical Workers, A.F.L.-C.I.O.
Local Union No. 50