

MEMORANDUM OF UNDERSTANDING
Direct Hire into PTN Licensed Operator Training Class

The Company shall have the right to hire employees directly into the Licensed Operator (LO) training program. Direct Hire Licensed Operator candidates who are unsuccessful in obtaining an NRC Reactor Operator (RO) or Senior Reactor Operator (SRCO) license within the first two years of employment shall be subject to termination from employment.

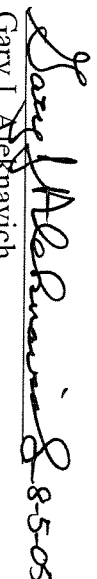
In order to continue to provide an opportunity for Non-Licensed Operators (NLO) to obtain an NRC License, the Company will fill the next three (3) classes in the following manner:

- At least 70% of the seats in the first class offered following this agreement shall be reserved for volunteers from Senior Nuclear Plant Operator (SNPO) qualified employees at PTN.
- At least 50% of the seats in the second class following this agreement shall be reserved for volunteers from the SNPO qualified employees at PTN.
- At least 30% of the seats in the third class following this agreement shall be reserved for volunteers from the SNPO qualified employees at PTN.

If an adequate number of volunteers are not obtained from the Bargaining Unit SNPO qualified employees at PTN to fill the required percentages of seats in each class, the remaining seats will be posted in accordance with Paragraph 20 of the Memorandum of Agreement (MOA).

Each SNPO qualified employee who volunteers for the LO class and is not accepted due to direct hires filling seats, and who subsequently obtains an NRC license in the next class attended, will receive the difference between the mid-bracket LO hourly wage and those wages actually received for all regular hours worked between the convening dates of class denied and the class attended. If the license class consists wholly of SNPO qualified PTN employees, then employees unable to attend are not entitled to any retroactive pay.

LO Candidates will receive bottom bracket LO pay while attending class.

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