

Composite through Amendment No. 7 to FirstEnergy Master Pension Plan  
(Amendment No. 3 to Part C)

SUPPLEMENT A

SUPPLEMENT TO  
2005 FIRSTENERGY CORP. PENSION PLAN  
RELATING TO  
NON-BARGAINING UNIT EMPLOYEES  
AND CERTAIN BARGAINING UNIT EMPLOYEES  
COVERED UNDER THE ALLEGHENY PLAN PRIOR TO JANUARY 1, 2015

This Supplement hereby sets forth certain provisions of the 2005 FirstEnergy Corp. Pension Plan (the “2005 FirstEnergy Constituent Plan”) which shall apply solely to the Enhanced Service Participants (as hereinafter defined) or to a specified group of such Enhanced Service Participants.

ARTICLE CA1

SUPPLEMENT DEFINITIONS

Unless the context otherwise indicates, the following terms used herein shall have the following meanings whenever used in this Supplement (including in specific Sections of the 2005 FirstEnergy Constituent Plan which are modified by this Supplement) and, to the extent that an identical term is defined in the 2005 FirstEnergy Constituent Plan or the Plan, the term as defined in this Supplement shall supersede the term as defined in the 2005 FirstEnergy Constituent Plan or the Plan with respect to any Enhanced Service Participant:

CA1.1 Allegheny Plan. The words “Allegheny Plan” shall mean the Allegheny Energy Retirement Plan prior to January 1, 2015, which shall be deemed to include any plans merged into it prior to January 1, 2012, and the Allegheny Constituent Plan on and after January 1, 2015.

CA1.2 Enhanced Service Participant. The words “Enhanced Service Participant” shall mean any person, other than a Bargaining Unit Employee who is represented by or a member of the Utility Workers Union of America Local 102 (“UWUA Local 102”), who:

- (a) was:
  - (i) either a Member under the Allegheny Plan prior to January 1, 2012 or an employee eligible to participate in the Allegheny Plan immediately prior to the December 31, 2011 participation freeze but who was not a Bargaining Unit Employee represented by or a member of the Utility Workers Union of America Local 304 (“UWUA Local 304”); or
  - (ii) a Bargaining Unit Employee represented by or a member of UWUA Local 304 who was eligible to participate in the Allegheny Plan immediately prior to the December 31, 2014 participation freeze; and
- (b) becomes a 2005 FE Participant on or after February 28, 2011; and
- (c) if he had a termination of employment, either:
  - (i) was entitled to a vested benefit (other than any vested Employee Contributions) under the Allegheny Plan at the time of his termination of employment; or
  - (ii) was rehired within five (5) years of his termination of employment, if he was not entitled to a vested benefit (other than any vested Employee Contributions or, effective January 1, 2015, Accumulated Contributions) under the Allegheny Plan at the time of his termination of employment.

UWUA Local 102 does not include UWUA Local 102P Petersburg and members of UWUA Local 102P Petersburg.

## ARTICLE CA2

### PAST ELIGIBILITY SERVICE

CA2.1 A Enhanced Service Participant’s Years of Eligibility Service shall also include his Years of Past Eligibility Service. The words “Years of Past Eligibility Service” shall

mean the aggregate number of “Years of Service” credited to him prior to February 28, 2011 (the date of ratification of the merger of the Company and Allegheny Energy, Inc.) for purposes of eligibility and vesting, computed for such purposes under the terms of the Allegheny Plan. Notwithstanding the foregoing, an Enhanced Service Participant shall not be credited with more than one (1) year of Eligibility Service for the Plan Year which ended December 31, 2011.

### ARTICLE CA3

#### BENEFITS UNDER ALLEGHENY PLAN

CA3.1 Any benefits payable as a result of an Enhanced Service Participant being a Member under the Allegheny Plan prior to January 1, 2015 shall be calculated and paid pursuant to the document constituting the Allegheny Plan.

### ARTICLE CA4

#### TRANSFERS TO UWUA LOCAL 102 AND UWUA LOCAL 304

CA4.1 Each Enhanced Service Participant who transfers to UWUA Local 102 on or after January 1, 2015 shall cease to be an Eligible Employee under the 2005 FirstEnergy Constituent Plan, shall become an Inactive 2005 FE Participant and shall cease accruing any benefits under the 2005 FirstEnergy Constituent Plan. If such an Enhanced Service Participant later transfers from UWUA Local 102 back into the 2005 FirstEnergy Constituent Plan, he shall again become an Eligible Employee and recommence participation thereunder.