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July 27, 2016

Paul Farr  
Talen Energy  
President & CEO  
835 Hamilton Street  
Allentown, PA 18101

Dear Paul,

I'm writing this letter in an effort to have the company reconsider the proposal the Union made to allow displaced employees with no job/no pay security access to Box 2 of Article X prior to going to Box 10. As you are aware, the company would agree to allow Susquehanna employees this option, but not the displaced employees at Montour and Brunner Island. The Union cannot agree to offer a specific benefit to specific employees. In my review of displaced employees and the possible additional retirements at Montour and Brunner Island, I find it minimal, less than 10, to the amount you are in agreement with for Susquehanna.

In my discussions with Dana Miller, she mentioned the loss of knowledge and the cost factor as to why this offer cannot be extended to the fossil plants. I want to state my position on these decision making factors to explain why this would not only be a benefit to some of our members, but also a benefit for the company.

While this would reduce the number of layoffs for approximately 30 employees, these are some of the benefits to the company to offset the cost and loss of knowledge:

- A younger more energetic work force
- Training – the company has made a large investment in training the employees that would bump to another position that would require new training or they would be laid off. This knowledge would be retained.
- Vacation and sick time – we often hear the effect on scheduled work due to employees on vacation or off sick. Most of the employees that would benefit by

retiring if this proposal would be accepted, in full, have 6 weeks of vacation while the employees that would avoid layoff are in the 2-3 week category. This represents a savings of approximately 100 weeks of vacation in one year's time. In addition, a majority of the junior employees are under the reduced sick time allotment benefit.

- There would be less testing required during the Article X process.
- It would expedite the Article X process.
- It would create a more positive work environment.

For these reasons and others, I am asking you one more time to reconsider and agree to allow access to Box 2 for all displaced employees with no job/no pay security.

Thank you.

Sincerely,



Steven C. Knoebel  
President/Financial Secretary

SCK/yc

CC: Joe Hopf  
Tim Rausch  
Dana Miller