

EXHIBIT U

TRAINING

Contractor will develop and implement a Job Site-based comprehensive training program for Owner's experienced operating and maintenance (O&M) personnel to understand the overall integrated operation and maintenance of the Ghent Environmental Air Compliance (GEAC) Project. O&M personnel will be required to pass the training course prior to operating or maintaining the GEAC Project.

The training program will consist of Job Site classroom training and instruction for Owners' O&M personnel, followed by on-the-job training through Commercial Operation. The level of detail and pace of this training program will be based on the assumption that Owners' personnel being trained have some knowledge and experience with power plants and power plant components and require only orientation to the specific operational requirements of the new Equipment.

Training for Equipment provided in the GEAC Project contracts will be provided by the GEAC Project suppliers. The Contractor shall provide training for the balance of plant Equipment. Training shall be coordinated and scheduled in conjunction with the GEAC Project suppliers' training to provide an overall comprehensive training program for the GEAC Project.

Within 6 months after Effective Date, Contractor will prepare and submit the training program and preliminary schedule to Owners for review. It is expected that classroom training will begin approximately 8 weeks before and complete no later than the start of the Tie-In Outage of the GEAC Project, and Owners should ensure the availability of all nominated personnel requiring training at that time.

Classroom Training

Contractor's training materials will be based on system descriptions, each containing an operations section with a basic description of systems and equipment operations. Contractor's training materials will also provide a basic description of several modes of integrated plant operations. The level of detail provided in these materials will address any detailed step-by-step sequence action required by the operators. An alarm response section will address those alarms for which the appropriate operator response may not be obvious.

Lesson Plan Outline

The student's lesson text will incorporate the following elements:

- Course Objectives – what the student is required to learn
- System Overview – what the system does and how it works
- Major Component Description – functional description

- Flow Path and Controls – major flow paths, instrumentation, protective devices, controls, and interlocks
- Principles of Operation
- Startup, Normal Operation, Shutdown, and Infrequent operation procedures
- Alarm Responses
- Support Systems – systems needed for operations
- Hazards and Safety Features
- Routine Maintenance
- Emergency Procedures
- Figures and Tables (as required)

Contractor's trainers will present those portions of the classroom training that are prepared by Contractor (approximately ■ percent of the training). The remainder of the classroom training will be presented by the original equipment manufacturers (OEMs), major equipment and system vendors, or subcontractors. Contractor will arrange for, schedule, and coordinate the classroom training presented by OEMs/subcontractors.

The classroom training provided by the Contractor/vendors/subcontractors will cover the following equipment and systems:

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- PJFF System
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- Mechanical Equipment
- Electrical Equipment
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- Auxiliary Systems

Additionally, Contractor will bring in Manufacturers Representatives to train maintenance personnel on key equipment.

Materials

Contractor will provide training materials, manuals, slides, films, and other instructional material as may be necessary for training.

Training aids, such as films, slides, computer presentations, computer-simulated process interactive videos, and software packages/materials, along with supplies necessary to support, maintain, and successfully supplement the training program, will be furnished and then turned over to Owners at completion.

Facilities

Training will be conducted at the Ghent Site or other mutually agreed-on-site location.

On-The-Job Training

The Owner considers on-the-job training an essential part of an overall training program. During the commissioning phase, Owners O&M staff will work closely with the Contractor Startup team and the OEM technical advisors. This will give the O&M staff an opportunity to convert knowledge gained in the classroom to practical experience in the plant by assisting with hands-on activities such as preoperational system valve lineups. In addition, the Contractor will involve Owners operations personnel during the development of the operating procedures and allow active participation in writing detailed sequences of actions required for basic integrated operations, such as cold start to full load, hot restart, normal shutdown, and response to plant abnormal conditions.