

**KENTUCKY POWER COMPANY
KAMMER - MITCHELL PLANTS**

And

**LOCAL 468 AND LOCAL 492
UTILITY WORKERS UNION OF AMERICA**

Agreement to Extend Collective Bargaining Agreement

May 27, 2014

The Company and Union having entered into a Collective Bargaining Agreement effective June 1, 2011 through May 31, 2014, (the "Agreement"), and desiring to extend that Agreement, hereby agree:

1. The terms and conditions of the current Collective Bargaining Agreement between Ohio Power Company and UWUA Locals 468 and 492 that remain in effect until Midnight, May 31, 2014 will be extended for a twelve month period and through this Extension Agreement, shall remain in full force and effect through Midnight, May 31, 2015.
2. Effective June 1, 2014, increase wages to those shown in the Wage Rate Schedules attached to this Extension Agreement
3. Acceptance of this Extension Agreement shall consist of delivery to the Company of a copy of this Extension Agreement signed by the Unions. If the Extension Agreement is not signed and delivered by Midnight May 31 2014, the June 1, 2014 effective dates shown in this Extension Agreement shall become the date on which this Agreement is signed and delivered by the Union.

IN WITNESS WHEREOF, the parties hereto have caused this Extension Agreement to be signed by their duly authorized Representatives on the 5th day of June, 2014

FOR THE COMPANY:

Kentucky Power Company
Kammer-Mitchell Plants

Daniel D. Meyer

Russell W. Givens

Thomas R. Parson

John P. Haas

[Signature]

Dolores J. Hammer

Gene Beckelheim

FOR THE UNION:

Local Union No. 468,
Utility Workers Union of
America, A.F.L. - C.I.O.

George Mason
President

Barry Stransted
Secretary

Local Union No. 492,
Utility Workers Union of
America, A.F.L. - C.I.O.

Bob J. Lewis
President

Joseph B. [Signature]
Secretary

[Signature]
APPROVED FOR THE UTILITY
WORKERS UNION OF AMERICA,
A.F.L. - C.I.O.

Salary Plans U035 & U036

**KAMMER - MITCHELL PLANTS
 JOB CLASSIFICATIONS AND WAGE RATE SCHEDULE
 FOR NONEXEMPT, UNION, PHYSICAL EMPLOYEES
 EFFECTIVE JUNE 1, 2014**

JOB TITLE	Job Code	PS SG	HOUR INTERVAL STEPS					
			START	520	1040	1560	2080	3640
Control Technician-Sr	49412	275	\$31.24		\$32.25		\$33.21	\$34.21
Control Technician	49416	345	\$27.84		\$28.72		\$29.63	\$30.48
Control Technician-Jr	49420	520	\$22.88	\$23.65	\$24.46	\$25.25	\$26.11	
Perf & IH Technician-Sr	49425	275	\$31.24		\$32.25		\$33.21	\$34.21
Perf & IH Technician	49426	345	\$27.84		\$28.72		\$29.63	\$30.48
Perf & IH Technician-Jr	49427	520	\$22.88	\$23.65	\$24.46	\$25.25	\$26.11	
Maintenance Welder	46301	275	\$31.24		\$32.25		\$33.21	\$34.21
Maintenance Machinist	46305	305	\$30.71		\$31.52		\$32.30	\$33.12
Maintenance Mechanic Sr	46304	305	\$30.71		\$31.52		\$32.30	\$33.12
Maintenance Mechanic	46308	405	\$26.79		\$27.72		\$28.63	\$29.55
Maintenance Mechanic-Jr	43609	460	\$23.49		\$24.20		\$24.92	\$25.63
Unit Operator	47607	275	\$31.24		\$32.25		\$33.21	\$34.21
Equipment Operator	47621	405	\$26.79		\$27.72		\$28.63	\$29.55
Equipment Operator-Jr	47622	595	\$18.09	\$19.40	\$20.74	\$22.05	\$23.40	
Harbor Boat Pilot	75499	275	\$34.21					
Coal Equipment Operator-Sr	75500	305	\$30.71		\$31.52		\$32.30	\$33.12
Coal Equipment Operator	75504	405	\$26.79		\$27.72		\$28.63	\$29.55
Coal Handler	75516	465	\$23.49		\$24.01		\$24.61	\$25.15
Stores Attendant-Sr	52668	380	\$27.12					\$27.77
Stores Attendant	52700	500	\$23.07		\$24.26		\$25.43	\$26.63
Stores Attendant-Jr	52703	600	\$18.09	\$19.22	\$20.36	\$21.46	\$22.60	

Salary Plans U035 & U036

**KAMMER - MITCHELL PLANTS
 ALTERNATE STRAIGHT-TIME WAGE RATE SCHEDULE
 FOR NONEXEMPT, UNION, PHYSICAL EMPLOYEES
 EFFECTIVE JUNE 1, 2014
 (48-36-48-36)**

JOB TITLE	Job Code	PS SG	HOUR INTERVAL STEPS					
			START	520	1040	1560	2080	3640
Control Technician-Sr	49412	270	\$31.34		\$32.35		\$33.31	\$34.31
Control Technician	49416	340	\$27.94		\$28.82		\$29.73	\$30.58
Control Technician-Jr	49420	485	\$22.98	\$23.75	\$24.56	\$25.35	\$26.21	
Perf & IH Technician-Sr	49425	270	\$31.34		\$32.35		\$33.31	\$34.31
Perf & IH Technician	49426	340	\$27.94		\$28.82		\$29.73	\$30.58
Perf & IH Technician-Jr	49427	485	\$22.98	\$23.75	\$24.56	\$25.35	\$26.21	
Maintenance Welder	46301	265	\$31.34		\$32.35		\$33.31	\$34.31
Maintenance Machinist	46305	295	\$30.81		\$31.62		\$32.40	\$33.22
Maintenance Mechanic Sr	46304	295	\$30.81		\$31.62		\$32.40	\$33.22
Maintenance Mechanic	46308	385	\$26.89		\$27.82		\$28.73	\$29.65
Maintenance Mechanic-Jr	46309	435	\$23.59		\$24.30		\$25.02	\$25.73
Unit Operator	47607	265	\$31.34		\$32.35		\$33.31	\$34.31
Equipment Operator	47621	385	\$26.89		\$27.82		\$28.73	\$29.65
Equipment Operator-Jr	47622	575	\$18.19	\$19.50	\$20.84	\$22.15	\$23.50	
Harbor Boat Pilot	75499	265	\$34.31					
Coal Equipment Operator-Sr	75500	295	\$30.81		\$31.62		\$32.40	\$33.22
Coal Equipment Operator	75504	385	\$26.89		\$27.82		\$28.73	\$29.65
Coal Handler	75516	447	\$23.59		\$24.11		\$24.71	\$25.25

APPENDIX A						
KAMMER - MITCHELL PLANTS						
PERSONAL RATE LISTING						
EFFECTIVE JUNE 1, 2014						
EMPLID	EMPLOYEE	JOB CLASSIFICATION	CURRENT RATE	INCREASE	PERSONAL RATE	COMMENTS
4206793	Davis Jr.,Robert G	Maintenance Mechanic	\$30.38	1.25%	\$30.76	PR
4200007	Chambers,Randy L	Maintenance Mechanic	\$30.66	1.25%	\$31.04	PR