

# Memorandum of Agreement

This Memorandum of Agreement between Alcoa Warrick Power Plant ("WPP") and the International Brotherhood of Electrical Worker ("IBEW") regarding the "Temporary" Planner Position in the Electrical Department. Both parties agree to utilize the Special Assignment contract language to select the Employee from the Electrical Department only. This agreement is made without prejudice or precedent to either party and will not be cited by either party with respect to their position concerning any future actions concerning this agreement.

The following Conditions apply:

- Both parties agree this is a temporary assignment. (November 15, 2010 thru January 31, 2011)
- This employee will work the Regular, Monday through Friday schedule.
- This employee will remain at their current wage rate.
- The employee will perform duties within departmental guidelines.
- OT may be available within the current department policy.
- This agreement is applicable to the employee chosen, and will not be considered citable or precedent setting by either party.
- Either party may cancel this agreement with a 10 day notification.

Agreed to November 12, 2010

For the Union:

Matt Homenway AAS  
Dustin A. Stinkamp

For the Company:

Carus Linden  
Robert B. Marks