

Appendix G

Variable Craft Incentive Programs

When a Contractor is assigned work that is to be performed at a generating facility or multiple generating facilities and the nature of the work or other business needs is that the performance of the work would benefit from the flexibility to utilize craft incentives, the Contractor may structure a Variable Craft Incentive Program (VCIP) under the authority of this Appendix.

Such incentive(s) may take the form of any or a combination of the following:

- Subsistence Payments
- Completion Bonuses
- Craft Gains Sharing
- Or other appropriate incentives.

The Contractor may develop incentives to assemble a qualified workforce; or attract and/or maintain specific skill sets within the workforce; or enhance the focus of the workforce or portion of the workforce on specific goals of the project.

The Contractor shall include within the VCIP (i) the details of the incentive(s), (ii) the intended duration, (iii) the applicable generating facilities, and (iv) the crafts, or classes within crafts with respect to which the incentive(s) shall apply.

The incentive(s) must be in addition to the existing required wage rates set forth in the applicable local collective bargaining agreement.

The incentive(s) shall be effective no sooner than the seventh (7th) calendar day following receipt of written notice from the Contractor by the affected Union(s) signatory to this Agreement (with copies to affected Local Union(s) and the GPPMA Administrator) representing the class of employees for whom the incentive(s) is sought or such earlier date as the Contractor and said signatory Union schedule in writing. The notice shall state the Contractor's reason for seeking the incentive and include the VCIP details.

The VCIP shall be in full force and effect for the affected Local Union(s), the Contractor, and the Contractor's employees at the specified generating facilities for the specified timeframe. In no event shall the establishment of a VCIP be considered as a precedent for the future with respect to the incentive to the Union that represents employees receiving the incentive or any other union or contractor.

AMENDMENT- Variable Craft Incentive Program

Pursuant to Article XXVII of the Exelon Generating Amendment to the GPPMA, the attached Appendix G ("Variable Craft Incentive Programs") shall be in full force and effect for all current and future signatories to LOA's, said Appendix G having been approved by the majority vote of the General President's Committee.

For General President's Committee

By William P. Kaczorowski

Dated: 7/11/07