

### Law Department Voluntary Severance Plan

1. The plan applies only to attorneys working in the Law Department whose salaries are paid for by that Department; it does not apply to the OSHA and worker's compensation attorneys whose salaries are paid for by another department.
2. We will accept no more than a total of four voluntary severances; no more than two attorneys may be from the same Group. If an attorney has a particular area of expertise that would be difficult to replace, we will decline his or her request to participate in the voluntary severance plan.
3. If more than four attorneys express an interest in the plan, we will use the following priority to accept requests for voluntary severance:
  - a. We grouped each of the attorneys within the four Groups in their order of company seniority based on their most recent hire dates, ranging from the highest to the lowest.
  - b. We will first select the attorney who volunteers for this program ("volunteer attorney") from the largest Law Department Group, Generation, Supply and Transmission, with the greatest seniority; next we will select the volunteer attorney from the second largest Law Department Group, Distribution Customer Service, with the greatest seniority; we will repeat this process for the third largest Law Department Group, Litigation, and then for Corporate/Commercial. As we go through this process, if there is no volunteer attorney in any one of the Groups, then we will move on to the next Group. If an attorney who has a particular area of expertise that would be difficult to replace seeks to volunteer, we will decline that request and select in his or her place the volunteer attorney in his or her Group with the next greatest seniority. We will continue to repeat this process until we have identified four attorneys who have expressed an interest in the severance program.
  - c. We will not accept more than two volunteer attorneys selected from this process from any one Group.