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March 30, 2012

Ms. Rosemary Chiavetta, Secretary
Pennsylvania Public Utility Commission
Commonwealth Keystone Building
400 North Street, 2nd Floor – 1 North
Harrisburg, PA 17120

M-00940557

Re: Annual PaPUC Diversity Filings for Metropolitan Edison Company, Pennsylvania Electric Company, Pennsylvania Power Company, and West Penn Power Company

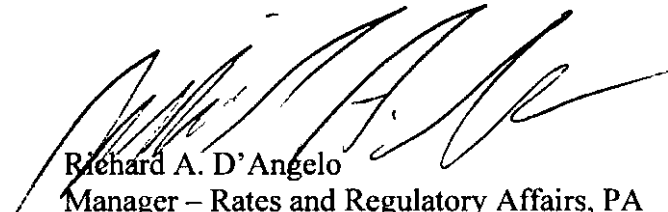
Dear Secretary Chiavetta:

In accordance with 52 Pa Code, Section 69.809, enclosed are the Diversity Filings for Metropolitan Edison Company, Pennsylvania Electric Company, Pennsylvania Power Company, and West Penn Power Company for the twelve months ended December 31, 2011.

If you have any questions pertaining to these filings, please contact me at your convenience.

Enclosed is an extra copy of this transmittal letter and a stamped, self-addressed envelope in order that you may indicate receipt of this filing.

Sincerely,



Richard A. D'Angelo
Manager – Rates and Regulatory Affairs, PA

Enclosures

2012 APR -2 11:59

SECRETARY'S BUREAU

cc: Karen Moury, PaPUC Director of Regulatory Operations

M-00940557

2011 ANNUAL REPORT ON DIVERSITY
TO THE
PENNSYLVANIA PUBLIC
UTILITY COMMISSION

HUMAN RESOURCES SECTION

2012 APR -2 AM 11:59

SECRETARY'S BUREAU

METROPOLITAN EDISON COMPANY
PENNSYLVANIA ELECTRIC COMPANY
PENNSYLVANIA POWER COMPANY
WEST PENN POWER COMPANY

Date: March 2012

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WORKFORCE COMPOSITION

Metropolitan Edison Company (Met-Ed), Pennsylvania Electric Company (Penelec), Pennsylvania Power Company (Penn Power), and West Penn Power (WPP) are electric utility operating companies which are wholly owned subsidiaries of FirstEnergy Corp. (FirstEnergy).

Please see the workforce composition, by EEO job group, of Met-Ed, Penelec, Penn Power, and WPP's as of 01/01/2012, Summary Analysis attached at 1.

WORKFORCE/SERVICE TERRITORY COMPARISON

DESCRIPTION OF SERVICE TERRITORY:

Met-Ed delivers electricity to 552,053 customers within a 3,300 square mile area of southern and southeastern Pennsylvania.

Penelec delivers electricity to 588,930 customers within a 17,600 square mile area of western Pennsylvania.

Penn Power delivers electricity to 160,291 customers within a 1,100 square mile area of western Pennsylvania.

WPP delivers electricity to 718,706 customers within a 10,364 square mile area of western Pennsylvania.

DEFINITION OF RELEVANT LABOR FORCE:

The goal of Met-Ed, Penelec, Penn Power and WPP has always been to have the workforce, at all levels of the organization, closely mirror the communities they serve. However, in drawing comparisons, it must be kept in mind that the labor market is the pool from which an organization draws candidates in the external staffing process. It does not represent the pool of qualified candidates for any given position. In addition, labor market information includes all types of businesses and industries, both public and private. Many positions in the electric utility industry require unique skill sets or previous experience, not always adequately represented in census data and exact matches between jobs and census codes are not always possible.

The following steps were used to define the relevant labor force for purposes of this report:

- Jobs within the EEO category are matched to appropriate U. S. census codes
- The reasonable recruiting area is defined by location and EEO category
- The external availability of women and minorities is extracted from 2000 Census data by county or MSA and census code

- Availability for the job group is calculated by combining and weighting the county/MSA census raw data

Please see the Incumbency vs Availability Analysis attached at 2, Census Codes and Job Titles attached at 3, and the Reasonable Recruitment Labor Area attached at 4.

NARRATIVE ON AFFIRMATIVE ACTION EFFORTS/RECRUITING

RECRUITING:

Met-Ed's, Penelec's, Penn Power's, and WPP's Affirmative Action efforts are integrated into FirstEnergy's diversity recruiting strategy, which includes:

- Utilize intern and cooperative education programs to actively recruit and hire female and minority students who may later be considered for full-time regular employment
- Employ search firms that have access to minority candidates in order to build diverse resources for external searches
- Establish relationships with female and minority professional organizations
- Recruit at diversity career fairs and events
- Advertise in diverse websites and publications
- Network with local diverse organizations to identify candidates

When hiring opportunities for entry level positions occur, Met-Ed, Penelec, Penn Power, and WPP actively work with the Commonwealth of Pennsylvania CareerLink (CWDS) to seek a diverse, qualified applicant pool. All professional and technical positions are posted on CWDS, CareerBuilder.com and FirstEnergy's website. FirstEnergy's partnership with CareerBuilder, which is also utilized by Met-Ed, Penelec, Penn Power, and WPP, provides access to a variety of websites that specifically target diverse candidates. Met-Ed, Penelec, Penn Power, and WPP continue to focus on strategic partnerships to support staffing efforts for positions in the Commonwealth of Pennsylvania.

Some of the recruiting sources utilized by Met-Ed, Penelec, Penn Power, and WPP include:

Recruiting Websites

- PA Career Link (CWDS)
- PennEnergy.Jobs
- Society of Women Engineers (SWE)
- Utility-Worker.com
- Powerlineman.com
- TAOnline.com
- Craigs List
- Indeed
- Simply Hired
- CareerBuilder
- Energy Central
- LinkedIn

FirstEnergy has built relationships with a number of targeted professional groups focuses in key areas, such as engineering and the utility industry, to attract prospects for future opportunities. Again, these relationships are utilized by Met-Ed, Penelec, Penn Power, and WPP.

Targeted Professional Organizations *Engineers*

- Society of Women Engineers (SWE)
- National Society of Black Engineers (NSBE)
- Society of Hispanic Professional Engineers (SHPE)

Industry

- American Association of Blacks in Energy (AABE)

Other

- National Association of Black Accountants (NABA)
- National Society of Hispanic MBAs (NSHMBA)
- National Black MBA Association (NBMBA)
- FE Young Professionals

In addition, Met-Ed, Penelec, Penn Power, and WPP have expanded these relationships to college and university campus groups in an effort to increase our presence on targeted campuses.

Targeted Colleges/Universities (to obtain a variety of race/gender candidates)

- City College of New York
- Cleveland State University
- New Jersey Institute of Technology
- Ohio State University
- Penn State University
- University of Dayton
- University of Pittsburgh
- University of Toledo
- Youngstown State University
- Kent State University
- Lehigh University
- Purdue University
- University of Akron
- University of Cincinnati

Advertising

- Vault/INROADS: Survey/Company Profile as well as Engineering Diversity Guide/Survey
- Society of Woman Engineers
- NSBE advertisement

Diversity Events

- Society of Women Engineers (SWE) Networking Diversity Event and Career Fair
- National Society of Black Engineers (NSBE)
- National Society of Black MBAs Career Fair
- Black Engineer of the Year Award Conference
- University of Pittsburgh Career Fair
- American Association of Blacks in Energy
- BDPA Information Technology Seminar

- National Society of Hispanic MBAs Luncheon
- Military Job Fair
- American Nuclear Society (ANS)
- Spotlight on Diversity & Leadership (PITT)

Met-Ed, Penelec, Penn Power, and WPP have partnered with a number of community colleges on a program to prepare students for employment in a variety of electrical fields, with emphasis in the Line Worker or Substation area. The course curriculum includes technical courses, laboratory training and field experience at a company facility. At the end of the two-year program, students can achieve an Associate of Applied Science Degree in Electric Utility Technology.

Recruiting sources are notified of Met-Ed's, Penelec's, Penn Power's, and WPP's equal employment opportunity/affirmative action policy and the affirmative action program and their cooperation and assistance is requested in actively recruiting and referring qualified minorities and women for all positions.

Met-Ed, Penelec, Penn Power, and WPP recruit both men and women for all jobs. There is no job for which gender is a bona fide occupational qualification. The employment applications and employment advertisements include the phrase "An EEO/AA Employer - M/F/D/V."

Hiring statistics and applicant flow are monitored by Human Resources on a quarterly basis.

**NARRATIVE ON AFFIRMATIVE ACTION
EFFORTS/TRAINING/RETENTION/PROMOTION**

TRAINING: Met-Ed, Penelec, Penn Power, and WPP provide internal training to all employees depending on the requirements of the employees' jobs. Such training includes skills training for all employees as well as supervisory development and leadership programs. In addition, Met-Ed, Penelec, Penn Power, and WPP provide an educational assistance program which reimburses employees for expenses for external job-related education.

Talent discussions are held regularly to review developmental opportunities and training needs for supervisory employees.

An overview of EEO, Affirmative Action, and discriminatory harassment is presented as part of new supervisor orientation.

RETENTION: The availability of challenging work, opportunities for learning and growth, a comprehensive benefits package and competitive pay play a part in the retention of employees. Voluntary turnover remains low.

Met-Ed, Penelec, Penn Power, and WPP use exit questionnaires for employees who voluntarily leave employment to better understand reasons for voluntary turnover.

PROMOTION: Met-Ed, Penelec, Penn Power, and WPP consider a promotion to consist of an employee moving into or progressing to a job with a higher wage rate or standard rate.

Non-bargaining vacancies are made known to employees through an internal posting program to assist in identifying interested employees who meet the qualifications of a vacant position. Filling vacant positions covered under a collective bargaining agreement is subject to the provisions of that agreement.

SUMMARY ANALYSIS

ATTACHMENT 1

**First Energy
Summary Analysis
Analysis Data as of 01/01/2012**

Plan: FE,ME - FirstEnergy, Metropolitan Edison

Job Group	Total Female		Total Minorities	
	#	%	#	%
0011 - Executives				
Employees:	1			
Current Utilization:	0	0.00	0	0.00
Class Goal:	0.15	15.89	0.05	5.33
Underutilized:	0.15	No *	0.05	No *
0121 - Managers				
Employees:	21			
Current Utilization:	0	0.00	2	9.52
Class Goal:	2.90	13.82	2.10	10.01
Underutilized:	2.90	Yes *	0.10	No *
0131 - Supervisors				
Employees:	63			
Current Utilization:	6	9.52	4	6.34
Class Goal:	5.97	9.49	6.58	10.46
Underutilized:	0.00	No *	2.58	Yes *
0221 - Sr. Professional - Engineering				
Employees:	7			
Current Utilization:	1	14.28	2	28.57
Class Goal:	0.51	7.37	0.77	11.08
Underutilized:	0.00	No *	0.00	No *
0223 - Professional - Engineering				
Employees:	2			
Current Utilization:	0	0.00	0	0.00
Class Goal:	0.15	7.82	0.23	11.66
Underutilized:	0.15	No *	0.23	No *
0231 - Sr. Professional - Business				
Employees:	6			
Current Utilization:	3	50.00	0	0.00
Class Goal:	3.80	63.35	0.87	14.65
Underutilized:	0.80	No *	0.87	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Summary Analysis
Analysis Data as of 01/01/2012

Plan: FE,ME - FirstEnergy, Metropolitan Edison

Job Group	Total Female		Total Minorities	
	#	%	#	%
0233 - Professional - Business				
Employees:	9			
Current Utilization:	8	88.88	3	33.33
Class Goal:	9.00	100.00	1.92	21.42
Underutilized:	1.00	Yes *	0.00	No *
0321 - Sr. Technician - Engineering				
Employees:	40			
Current Utilization:	9	22.50	4	10.00
Class Goal:	12.77	31.93	0.77	1.93
Underutilized:	3.77	Yes *	0.00	No *
0323 - Technician - Engineering				
Employees:	8			
Current Utilization:	3	37.50	0	0.00
Class Goal:	1.31	16.39	0.65	8.21
Underutilized:	0.00	No *	0.65	No *
0331 - Sr. Technician - Other				
Employees:	31			
Current Utilization:	3	9.67	3	9.67
Class Goal:	9.83	31.73	3.69	11.91
Underutilized:	6.83	Yes *	0.69	No *
0333 - Technician - Other				
Employees:	8			
Current Utilization:	3	37.50	1	12.50
Class Goal:	4.52	56.60	0.44	5.53
Underutilized:	1.52	Yes *	0.00	No *
0531 - Sr. Clerical				
Employees:	14			
Current Utilization:	14	100.00	3	21.42
Class Goal:	3.15	22.53	1.97	14.08
Underutilized:	0.00	No *	0.00	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Summary Analysis
Analysis Data as of 01/01/2012**

Plan: FE,ME - FirstEnergy, Metropolitan Edison

Job Group	Total Female		Total Minorities	
	#	%	#	%
0533 - Clerical				
Employees:	1			
Current Utilization:	0	0.00	0	0.00
Class Goal:	0.80	80.63	0.11	11.70
Underutilized:	0.80	No *	0.11	No *
0535 - Meter Readers				
Employees:	71			
Current Utilization:	16	22.53	10	14.08
Class Goal:	6.86	9.67	5.33	7.51
Underutilized:	0.00	No *	0.00	No *
0610 - Sr. Craft				
Employees:	309			
Current Utilization:	9	2.91	28	9.06
Class Goal:	17.79	5.76	17.79	5.76
Underutilized:	8.79	Yes	0.00	No
0620 - Entry Craft				
Employees:	52			
Current Utilization:	3	5.76	3	5.76
Class Goal:	2.60	5.01	3.57	6.87
Underutilized:	0.00	No *	0.57	No *
0710 - Operatives				
Employees:	16			
Current Utilization:	4	25.00	2	12.50
Class Goal:	3.60	22.53	2.25	14.08
Underutilized:	0.00	No *	0.25	No *
0920 - Service Workers - Other				
Employees:	1			
Current Utilization:	0	0.00	0	0.00
Class Goal:	0.30	30.58	0.17	17.86
Underutilized:	0.30	No *	0.17	No *
Totals:	660	82	65	

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Summary Analysis
Analysis Data as of 01/01/2012

Plan: FE,ME - FirstEnergy, Metropolitan Edison

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
0011 - Executives																
Employees:	1															
Current Utilization:	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.15	15.89	0.05	5.33	0.01	1.74	0.01	1.97	0.00	0.29	0.01	1.06	0.00	0.01	0.00	0.26
Underutilized:	0.15	No *	0.05	No *	0.01	No *	0.01	No *	0.00	No *	0.01	No *	0.00	No *	0.00	No *
0121 - Managers																
Employees:	21															
Current Utilization:	0	0.00	2	9.52	2	9.52	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	2.90	13.82	2.10	10.01	0.81	3.86	0.33	1.59	0.05	0.26	0.78	3.74	0.00	0.00	0.04	0.22
Underutilized:	2.90	Yes *	0.10	No *	0.00	No *	0.33	No *	0.05	No *	0.78	No *	0.00	No *	0.04	No *
0131 - Supervisors																
Employees:	63															
Current Utilization:	6	9.52	4	6.34	3	4.76	0	0.00	0	0.00	1	1.58	0	0.00	0	0.00
Class Goal:	5.97	9.49	6.58	10.46	1.98	3.15	0.10	0.16	0.52	0.83	3.64	5.78	0.00	0.00	0.32	0.51
Underutilized:	0.00	No *	2.58	Yes *	0.00	No *	0.10	No *	0.52	No *	2.64	Yes *	0.00	No *	0.32	No *
0221 - Sr. Professional - Engineering																
Employees:	7															
Current Utilization:	1	14.28	2	28.57	1	14.28	1	14.28	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.51	7.37	0.77	11.08	0.18	2.70	0.42	6.13	0.02	0.38	0.10	1.48	0.00	0.03	0.01	0.26
Underutilized:	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.02	No *	0.10	No *	0.00	No *	0.01	No *
0223 - Professional - Engineering																
Employees:	2															
Current Utilization:	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.15	7.82	0.23	11.66	0.04	2.10	0.15	7.77	0.00	0.18	0.02	1.27	0.00	0.04	0.00	0.28
Underutilized:	0.15	No *	0.23	No *	0.04	No *	0.15	No *	0.00	No *	0.02	No *	0.00	No *	0.00	No *
0231 - Sr. Professional - Business																
Employees:	6															
Current Utilization:	3	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	3.80	63.35	0.87	14.65	0.43	7.32	0.10	1.70	0.02	0.40	0.27	4.63	0.00	0.00	0.02	0.41
Underutilized:	0.80	No *	0.87	No *	0.43	No *	0.10	No *	0.02	No *	0.27	No *	0.00	No *	0.02	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Summary Analysis
Analysis Data as of 01/01/2012**

Plan: FE,ME - FirstEnergy, Metropolitan Edison

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
0233 - Professional - Business																
Employees:	9															
Current Utilization:	8	88.88	3	33.33	0	0.00	0	0.00	0	0.00	3	33.33	0	0.00	0	0.00
Class Goal:	9.00	100.00	1.92	21.42	1.92	21.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Underutilized:	1.00	Yes *	0.00	No *	1.92	Yes *	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.00	No *
0321 - Sr. Technician - Engineering																
Employees:	40															
Current Utilization:	9	22.50	4	10.00	3	7.50	0	0.00	0	0.00	1	2.50	0	0.00	0	0.00
Class Goal:	12.77	31.93	0.77	1.93	0.00	0.00	0.00	0.00	0.00	0.00	0.77	1.93	0.00	0.00	0.00	0.00
Underutilized:	3.77	Yes *	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.00	No *
0323 - Technician - Engineering																
Employees:	8															
Current Utilization:	3	37.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.31	16.39	0.65	8.21	0.20	2.62	0.21	2.67	0.01	0.13	0.18	2.33	0.02	0.33	0.00	0.07
Underutilized:	0.00	No *	0.65	No *	0.20	No *	0.21	No *	0.01	No *	0.18	No *	0.02	No *	0.00	No *
0331 - Sr. Technician - Other																
Employees:	31															
Current Utilization:	3	9.67	3	9.67	0	0.00	0	0.00	0	0.00	3	9.67	0	0.00	0	0.00
Class Goal:	9.83	31.73	3.69	11.91	3.44	11.11	0.01	0.05	0.04	0.16	0.16	0.53	0.00	0.00	0.01	0.05
Underutilized:	6.83	Yes *	0.69	No *	3.44	Yes *	0.01	No *	0.04	No *	0.00	No *	0.00	No *	0.01	No *
0333 - Technician - Other																
Employees:	8															
Current Utilization:	3	37.50	1	12.50	1	12.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	4.52	56.60	0.44	5.53	0.28	3.59	0.07	0.90	0.00	0.00	0.08	1.03	0.00	0.00	0.00	0.00
Underutilized:	1.52	Yes *	0.00	No *	0.00	No *	0.07	No *	0.00	No *	0.08	No *	0.00	No *	0.00	No *
0531 - Sr. Clerical																
Employees:	14															
Current Utilization:	14	100.00	3	21.42	3	21.42	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	3.15	22.53	1.97	14.08	0.59	4.22	0.00	0.00	0.19	1.40	0.98	7.04	0.00	0.00	0.19	1.40
Underutilized:	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.19	No *	0.98	No *	0.00	No *	0.19	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Summary Analysis
Analysis Data as of 01/01/2012**

Plan: FE,ME - FirstEnergy, Metropolitan Edison

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
0533 - Clerical																
Employees:	1															
Current Utilization:	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.80	80.63	0.11	11.70	0.05	5.27	0.00	0.24	0.00	0.00	0.06	6.17	0.00	0.00	0.00	0.00
Underutilized:	0.80	No *	0.11	No *	0.05	No *	0.00	No *	0.00	No *	0.06	No *	0.00	No *	0.00	No *
0535 - Meter Readers																
Employees:	71															
Current Utilization:	16	22.53	10	14.08	3	4.22	0	0.00	1	1.40	5	7.04	0	0.00	1	1.40
Class Goal:	6.86	9.67	5.33	7.51	4.22	5.95	0.00	0.00	0.00	0.00	1.10	1.56	0.00	0.00	0.00	0.00
Underutilized:	0.00	No *	0.00	No *	1.22	Yes *	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.00	No *
0610 - Sr. Craft																
Employees:	309															
Current Utilization:	9	2.91	28	9.06	13	4.20	1	0.32	3	0.97	10	3.23	0	0.00	1	0.32
Class Goal:	17.79	5.76	17.79	5.76	5.93	1.92	0.00	0.00	0.00	0.00	5.93	1.92	5.93	1.92	0.00	0.00
Underutilized:	8.79	Yes	0.00	No	0.00	No *	0.00	No *	0.00	No *	0.00	No *	5.93	Yes *	0.00	No *
0620 - Entry Craft																
Employees:	52															
Current Utilization:	3	5.76	3	5.76	1	1.92	0	0.00	0	0.00	1	1.92	1	1.92	0	0.00
Class Goal:	2.60	5.01	3.57	6.87	0.98	1.90	0.08	0.17	0.07	0.15	1.86	3.59	0.00	0.00	0.52	1.00
Underutilized:	0.00	No *	0.57	No *	0.00	No *	0.08	No *	0.07	No *	0.86	No *	0.00	No *	0.52	No *
0710 - Operatives																
Employees:	16															
Current Utilization:	4	25.00	2	12.50	2	12.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	3.60	22.53	2.25	14.08	0.67	4.22	0.00	0.00	0.22	1.40	1.12	7.04	0.00	0.00	0.22	1.40
Underutilized:	0.00	No *	0.25	No *	0.00	No *	0.00	No *	0.22	No *	1.12	Yes *	0.00	No *	0.22	No *
0920 - Service Workers - Other																
Employees:	1															
Current Utilization:	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.30	30.58	0.17	17.86	0.12	12.53	0.01	1.29	0.00	0.60	0.03	3.28	0.00	0.00	0.00	0.13
Underutilized:	0.30	No *	0.17	No *	0.12	No *	0.01	No *	0.00	No *	0.03	No *	0.00	No *	0.00	No *
Totals:	660	82	65		32		2		4		24		1		2	

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Summary Analysis
Analysis Data as of 01/01/2012**

Plan: FE,PN - FirstEnergy, Penelec

Job Group	Total Female		Total Minorities	
	#	%	#	%
0011 - Executives				
Employees:	1			
Current Utilization:	0	0.00	0	0.00
Class Goal:	0.15	15.32	0.05	5.89
Underutilized:	0.15	No *	0.05	No *
0121 - Managers				
Employees:	25			
Current Utilization:	5	20.00	2	8.00
Class Goal:	2.04	8.17	0.48	1.92
Underutilized:	0.00	No *	0.00	No *
0131 - Supervisors				
Employees:	76			
Current Utilization:	8	10.52	3	3.94
Class Goal:	8.51	11.20	2.35	3.10
Underutilized:	0.51	No *	0.00	No *
0221 - Sr. Professional - Engineering				
Employees:	8			
Current Utilization:	1	12.50	1	12.50
Class Goal:	0.32	4.06	0.70	8.82
Underutilized:	0.00	No *	0.00	No *
0223 - Professional - Engineering				
Employees:	8			
Current Utilization:	1	12.50	0	0.00
Class Goal:	0.42	5.35	0.90	11.34
Underutilized:	0.00	No *	0.90	No *
0231 - Sr. Professional - Business				
Employees:	12			
Current Utilization:	7	58.33	1	8.33
Class Goal:	4.63	38.59	0.07	0.65
Underutilized:	0.00	No *	0.00	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Summary Analysis
Analysis Data as of 01/01/2012**

Plan: FE,PN - FirstEnergy, Penelec

Job Group	Total Female		Total Minorities	
	#	%	#	%
0233 - Professional - Business				
Employees:	6			
Current Utilization:	4	66.66	0	0.00
Class Goal:	6.00	100.00	0.22	3.70
Underutilized:	2.00	Yes *	0.22	No *
0321 - Sr. Technician - Engineering				
Employees:	8			
Current Utilization:	2	25.00	0	0.00
Class Goal:	1.42	17.80	0.31	3.91
Underutilized:	0.00	No *	0.31	No *
0331 - Sr. Technician - Other				
Employees:	76			
Current Utilization:	8	10.52	1	1.31
Class Goal:	13.32	17.53	4.62	6.08
Underutilized:	5.32	No	3.62	Yes *
0333 - Technician - Other				
Employees:	14			
Current Utilization:	3	21.42	1	7.14
Class Goal:	3.07	21.95	0.85	6.09
Underutilized:	0.07	No *	0.00	No *
0531 - Sr. Clerical				
Employees:	27			
Current Utilization:	27	100.00	1	3.70
Class Goal:	16.46	60.97	0.82	3.04
Underutilized:	0.00	No *	0.00	No *
0533 - Clerical				
Employees:	2			
Current Utilization:	2	100.00	0	0.00
Class Goal:	1.37	68.50	0.04	2.33
Underutilized:	0.00	No *	0.04	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Summary Analysis
Analysis Data as of 01/01/2012**

Plan: FE,PN - FirstEnergy, Penelec

Job Group	Total Female		Total Minorities	
	#	%	#	%
0535 - Meter Readers				
Employees:	82			
Current Utilization:	18	21.95	5	6.09
Class Goal:	9.74	11.88	7.42	9.05
Underutilized:	0.00	No *	2.42	Yes *
0610 - Sr. Craft				
Employees:	424			
Current Utilization:	4	0.94	17	4.00
Class Goal:	0.00	0.00	0.00	0.00
Underutilized:	0.00	No *	0.00	No *
0620 - Entry Craft				
Employees:	77			
Current Utilization:	0	0.00	0	0.00
Class Goal:	1.23	1.61	1.39	1.81
Underutilized:	1.23	Yes *	1.39	Yes *
0710 - Operatives				
Employees:	29			
Current Utilization:	11	37.93	1	3.44
Class Goal:	29.00	100.00	1.07	3.70
Underutilized:	18.00	Yes *	0.07	No *
0920 - Service Workers - Other				
Employees:	1			
Current Utilization:	0	0.00	0	0.00
Class Goal:	0.22	22.51	0.02	2.41
Underutilized:	0.22	No *	0.02	No *
Totals:	876	101	33	

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Summary Analysis
Analysis Data as of 01/01/2012**

Plan: FE,PN - FirstEnergy, Penelec

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
0011 - Executives																
Employees:	1															
Current Utilization:	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.15	15.32	0.05	5.89	0.02	2.17	0.01	1.78	0.00	0.21	0.01	1.52	0.00	0.01	0.00	0.18
Underutilized:	0.15	No *	0.05	No *	0.02	No *	0.01	No *	0.00	No *	0.01	No *	0.00	No *	0.00	No *
0121 - Managers																
Employees:	25															
Current Utilization:	5	20.00	2	8.00	1	4.00	0	0.00	1	4.00	0	0.00	0	0.00	0	0.00
Class Goal:	2.04	8.17	0.48	1.92	0.48	1.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Underutilized:	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.00	No *
0131 - Supervisors																
Employees:	76															
Current Utilization:	8	10.52	3	3.94	1	1.31	0	0.00	1	1.31	1	1.31	0	0.00	0	0.00
Class Goal:	8.51	11.20	2.35	3.10	1.64	2.16	0.08	0.11	0.35	0.47	0.26	0.35	0.00	0.00	0.00	0.00
Underutilized:	0.51	No *	0.00	No *	0.64	No *	0.08	No *	0.00	No *	0.00	No *	0.00	No *	0.00	No *
0221 - Sr. Professional - Engineering																
Employees:	8															
Current Utilization:	1	12.50	1	12.50	0	0.00	0	0.00	0	0.00	1	12.50	0	0.00	0	0.00
Class Goal:	0.32	4.06	0.70	8.82	0.15	1.91	0.39	4.94	0.01	0.20	0.10	1.34	0.00	0.02	0.02	0.26
Underutilized:	0.00	No *	0.00	No *	0.15	No *	0.39	No *	0.01	No *	0.00	No *	0.00	No *	0.02	No *
0223 - Professional - Engineering																
Employees:	8															
Current Utilization:	1	12.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.42	5.35	0.90	11.34	0.30	3.80	0.45	5.73	0.01	0.17	0.10	1.25	0.00	0.03	0.02	0.27
Underutilized:	0.00	No *	0.90	No *	0.30	No *	0.45	No *	0.01	No *	0.10	No *	0.00	No *	0.02	No *
0231 - Sr. Professional - Business																
Employees:	12															
Current Utilization:	7	58.33	1	8.33	1	8.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	4.63	38.59	0.07	0.65	0.07	0.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Underutilized:	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.00	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Summary Analysis
Analysis Data as of 01/01/2012**

Plan: FE,PN - FirstEnergy, Penelec

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
0233 - Professional - Business																
Employees:	6															
Current Utilization:	4	66.66	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	6.00	100.00	0.22	3.70	0.00	0.00	0.00	0.00	0.22	3.70	0.00	0.00	0.00	0.00	0.00	0.00
Underutilized:	2.00	Yes *	0.22	No *	0.00	No *	0.00	No *	0.22	No *	0.00	No *	0.00	No *	0.00	No *
0321 - Sr. Technician - Engineering																
Employees:	8															
Current Utilization:	2	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.42	17.80	0.31	3.91	0.24	3.10	0.01	0.23	0.00	0.00	0.04	0.57	0.00	0.00	0.00	0.00
Underutilized:	0.00	No *	0.31	No *	0.24	No *	0.01	No *	0.00	No *	0.04	No *	0.00	No *	0.00	No *
0331 - Sr. Technician - Other																
Employees:	76															
Current Utilization:	8	10.52	1	1.31	1	1.31	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	13.32	17.53	4.62	6.08	3.59	4.73	0.03	0.04	0.50	0.66	0.47	0.62	0.00	0.00	0.00	0.00
Underutilized:	5.32	No	3.62	Yes *	2.59	Yes *	0.03	No *	0.50	No *	0.47	No *	0.00	No *	0.00	No *
0333 - Technician - Other																
Employees:	14															
Current Utilization:	3	21.42	1	7.14	1	7.14	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	3.07	21.95	0.85	6.09	0.51	3.65	0.00	0.00	0.16	1.21	0.16	1.21	0.00	0.00	0.00	0.00
Underutilized:	0.07	No *	0.00	No *	0.00	No *	0.00	No *	0.16	No *	0.16	No *	0.00	No *	0.00	No *
0531 - Sr. Clerical																
Employees:	27															
Current Utilization:	27	100.00	1	3.70	0	0.00	0	0.00	1	3.70	0	0.00	0	0.00	0	0.00
Class Goal:	16.46	60.97	0.82	3.04	0.49	1.82	0.00	0.00	0.16	0.60	0.16	0.60	0.00	0.00	0.00	0.00
Underutilized:	0.00	No *	0.00	No *	0.49	No *	0.00	No *	0.00	No *	0.16	No *	0.00	No *	0.00	No *
0533 - Clerical																
Employees:	2															
Current Utilization:	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.37	68.50	0.04	2.33	0.00	0.00	0.03	1.55	0.00	0.00	0.01	0.77	0.00	0.00	0.00	0.00
Underutilized:	0.00	No *	0.04	No *	0.00	No *	0.03	No *	0.00	No *	0.01	No *	0.00	No *	0.00	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Summary Analysis
Analysis Data as of 01/01/2012**

Plan: FE,PN - FirstEnergy, Penelec

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
0535 - Meter Readers																
Employees:	82															
Current Utilization:	18	21.95	5	6.09	3	3.65	0	0.00	1	1.21	1	1.21	0	0.00	0	0.00
Class Goal:	9.74	11.88	7.42	9.05	7.23	8.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.18	0.23
Underutilized:	0.00	No *	2.42	Yes *	4.23	Yes *	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.18	No *
0610 - Sr. Craft																
Employees:	424															
Current Utilization:	4	0.94	17	4.00	9	2.12	1	0.23	4	0.94	3	0.70	0	0.00	0	0.00
Class Goal:	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Underutilized:	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.00	No *
0620 - Entry Craft																
Employees:	77															
Current Utilization:	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.23	1.61	1.39	1.81	0.10	0.14	1.17	1.52	0.00	0.00	0.00	0.00	0.00	0.00	0.10	0.14
Underutilized:	1.23	Yes *	1.39	Yes *	0.10	No *	1.17	Yes *	0.00	No *	0.00	No *	0.00	No *	0.10	No *
0710 - Operatives																
Employees:	29															
Current Utilization:	11	37.93	1	3.44	0	0.00	0	0.00	1	3.44	0	0.00	0	0.00	0	0.00
Class Goal:	29.00	100.00	1.07	3.70	0.00	0.00	0.00	0.00	1.07	3.70	0.00	0.00	0.00	0.00	0.00	0.00
Underutilized:	18.00	Yes *	0.07	No *	0.00	No *	0.00	No *	0.07	No *	0.00	No *	0.00	No *	0.00	No *
0920 - Service Workers - Other																
Employees:	1															
Current Utilization:	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.22	22.51	0.02	2.41	0.01	1.25	0.00	0.00	0.00	0.83	0.00	0.33	0.00	0.00	0.00	0.00
Underutilized:	0.22	No *	0.02	No *	0.01	No *	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.00	No *
Totals:	876	101	33	17	1	9	6	0	0	0	0	0	0	0	0	0

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Summary Analysis
Analysis Data as of 01/01/2012**

Plan: FE,PP - FirstEnergy, Penn Power

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
121 - 121																
Employees:	4															
Current Utilization:	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.50	12.65	0.66	16.69	0.25	6.32	0.07	1.81	0.03	0.96	0.26	6.74	0.00	0.08	0.02	0.66
Underutilized:	0.50	No *	0.66	No *	0.25	No *	0.07	No *	0.03	No *	0.26	No *	0.00	No *	0.02	No *
131 - 131																
Employees:	18															
Current Utilization:	2	11.11	1	5.55	1	5.55	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	4.19	23.28	3.50	19.48	1.40	7.80	0.41	2.28	0.16	0.92	1.33	7.44	0.01	0.06	0.12	0.67
Underutilized:	2.19	Yes *	2.50	Yes *	0.40	No *	0.41	No *	0.16	No *	1.33	Yes *	0.01	No *	0.12	No *
221 - 221																
Employees:	1															
Current Utilization:	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.08	8.68	0.22	22.41	0.04	4.50	0.12	12.42	0.00	0.52	0.04	4.07	0.00	0.05	0.00	0.83
Underutilized:	0.08	No *	0.22	No *	0.04	No *	0.12	No *	0.00	No *	0.04	No *	0.00	No *	0.00	No *
223 - 223																
Employees:	1															
Current Utilization:	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.08	8.68	0.22	22.41	0.04	4.50	0.12	12.42	0.00	0.52	0.04	4.07	0.00	0.05	0.00	0.83
Underutilized:	0.08	No *	0.22	No *	0.04	No *	0.12	No *	0.00	No *	0.04	No *	0.00	No *	0.00	No *
231 - 231																
Employees:	2															
Current Utilization:	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.39	69.92	0.63	31.76	0.31	15.98	0.06	3.24	0.01	0.88	0.20	10.44	0.00	0.16	0.02	1.02
Underutilized:	1.39	Yes *	0.63	No *	0.31	No *	0.06	No *	0.01	No *	0.20	No *	0.00	No *	0.02	No *
233 - 233																
Employees:	4															
Current Utilization:	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	2.79	69.92	1.27	31.76	0.63	15.98	0.12	3.24	0.03	0.88	0.41	10.44	0.00	0.16	0.04	1.02
Underutilized:	2.79	Yes *	1.27	Yes *	0.63	No *	0.12	No *	0.03	No *	0.41	No *	0.00	No *	0.04	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

535 - 535

Employees:	19																
Current Utilization:		5	26.31	3	15.78	2	10.52	0	0.00	0	0.00	1	5.26	0	0.00	0	0.00
Class Goal:		3.35	17.66	5.53	29.11	3.12	16.43	0.17	0.91	0.30	1.58	1.79	9.43	0.00	0.04	0.11	0.60
Underutilized:		0.00	No *	2.53	Yes *	1.12	Yes *	0.17	No *	0.30	No *	0.79	No *	0.00	No *	0.11	No *

610 - 610

Employees:	111																
Current Utilization:		2	1.80	2	1.80	0	0.00	0	0.00	0	0.00	0	0.00	2	1.80	0	0.00
Class Goal:		3.67	3.31	20.09	18.10	8.29	7.47	1.03	0.93	1.53	1.38	8.08	7.28	0.12	0.11	0.69	0.63
Underutilized:		1.67	Yes *	18.09	Yes	8.29	Yes *	1.03	Yes *	1.53	Yes *	8.08	Yes *	0.00	No *	0.69	No *

620 - 620

Employees:	23																
Current Utilization:		2	8.69	2	8.69	2	8.69	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:		0.94	4.10	4.49	19.54	1.81	7.89	0.30	1.32	0.32	1.41	1.81	7.91	0.02	0.10	0.16	0.73
Underutilized:		0.00	No *	2.49	Yes *	0.00	No *	0.30	No *	0.32	No *	1.81	Yes *	0.02	No *	0.16	No *

Totals:	204	22		8		5		0		0		1		2		0	
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* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Summary Analysis
Analysis Data as of 01/01/2012

Plan: FE,WPP - FirstEnergy, West Penn Power

Job Group	Total Female		Total Minorities	
	#	%	#	%
0011 - Executives				
Employees:	1			
Current Utilization:	0	0.00	0	0.00
Class Goal:	0.15	15.49	0.04	4.89
Underutilized:	0.15	No *	0.04	No *
0121 - Managers				
Employees:	23			
Current Utilization:	2	8.69	1	4.34
Class Goal:	4.19	18.22	2.24	9.75
Underutilized:	2.19	Yes *	1.24	Yes *
0131 - Supervisors				
Employees:	72			
Current Utilization:	8	11.11	1	1.38
Class Goal:	14.55	20.21	7.85	10.91
Underutilized:	6.55	No	6.85	Yes *
0221 - Sr. Professional - Engineering				
Employees:	20			
Current Utilization:	3	15.00	2	10.00
Class Goal:	1.53	7.67	2.34	11.73
Underutilized:	0.00	No *	0.34	No *
0223 - Professional - Engineering				
Employees:	4			
Current Utilization:	0	0.00	1	25.00
Class Goal:	0.34	8.58	0.52	13.21
Underutilized:	0.34	No *	0.00	No *
0231 - Sr. Professional - Business				
Employees:	9			
Current Utilization:	4	44.44	0	0.00
Class Goal:	5.05	56.20	1.12	12.50
Underutilized:	1.05	Yes *	1.12	Yes *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Summary Analysis
Analysis Data as of 01/01/2012

Plan: FE,WPP - FirstEnergy, West Penn Power

Job Group	Total Female		Total Minorities	
	#	%	#	%
0233 - Professional - Business				
Employees:	3			
Current Utilization:	1	33.33	0	0.00
Class Goal:	1.42	47.52	0.40	13.41
Underutilized:	0.42	No *	0.40	No *
0331 - Sr. Technician - Other				
Employees:	96			
Current Utilization:	18	18.75	2	2.08
Class Goal:	44.40	46.26	0.22	0.23
Underutilized:	26.40	Yes	0.00	No *
0333 - Technician - Other				
Employees:	14			
Current Utilization:	2	14.28	0	0.00
Class Goal:	2.59	18.51	0.32	2.34
Underutilized:	0.59	No *	0.32	No *
0531 - Sr. Clerical				
Employees:	38			
Current Utilization:	38	100.00	0	0.00
Class Goal:	37.16	97.79	0.93	2.46
Underutilized:	0.00	No *	0.93	No *
0533 - Clerical				
Employees:	10			
Current Utilization:	10	100.00	1	10.00
Class Goal:	8.54	85.47	0.21	2.19
Underutilized:	0.00	No *	0.00	No *
0535 - Meter Readers				
Employees:	79			
Current Utilization:	13	16.45	2	2.53
Class Goal:	6.61	8.37	6.98	8.84
Underutilized:	0.00	No *	4.98	Yes *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Summary Analysis
Analysis Data as of 01/01/2012**

Plan: FE,WPP - FirstEnergy, West Penn Power

Job Group		Total Female		Total Minorities	
		#	%	#	%
0610 - Sr. Craft					
Employees:	302				
Current Utilization:		4	1.32	7	2.31
Class Goal:		15.34	5.08	5.01	1.66
Underutilized:		11.34	Yes	0.00	No *
0620 - Entry Craft					
Employees:	33				
Current Utilization:		0	0.00	1	3.03
Class Goal:		1.26	3.82	0.39	1.21
Underutilized:		1.26	Yes *	0.00	No *
0710 - Operatives					
Employees:	31				
Current Utilization:		0	0.00	2	6.45
Class Goal:		0.00	0.00	0.00	0.00
Underutilized:		0.00	No *	0.00	No *
Totals:	735	103		20	

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Summary Analysis
Analysis Data as of 01/01/2012**

Plan: FE,WPP - FirstEnergy, West Penn Power

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
0011 - Executives																
Employees:	1															
Current Utilization:	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.15	15.49	0.04	4.89	0.01	1.55	0.01	1.86	0.00	0.21	0.01	1.06	0.00	0.01	0.00	0.18
Underutilized:	0.15	No *	0.04	No *	0.01	No *	0.01	No *	0.00	No *	0.01	No *	0.00	No *	0.00	No *
0121 - Managers																
Employees:	23															
Current Utilization:	2	8.69	1	4.34	0	0.00	0	0.00	0	0.00	0	0.00	1	4.34	0	0.00
Class Goal:	4.19	18.22	2.24	9.75	1.00	4.37	0.43	1.91	0.09	0.42	0.58	2.53	0.00	0.00	0.05	0.23
Underutilized:	2.19	Yes *	1.24	Yes *	1.00	Yes *	0.43	No *	0.09	No *	0.58	No *	0.00	No *	0.05	No *
0131 - Supervisors																
Employees:	72															
Current Utilization:	8	11.11	1	1.38	1	1.38	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	14.55	20.21	7.85	10.91	4.37	6.07	0.77	1.08	0.24	0.34	1.97	2.74	0.00	0.00	0.14	0.20
Underutilized:	6.55	No	6.85	Yes *	3.37	Yes *	0.77	No *	0.24	No *	1.97	Yes *	0.00	No *	0.14	No *
0221 - Sr. Professional - Engineering																
Employees:	20															
Current Utilization:	3	15.00	2	10.00	1	5.00	1	5.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.53	7.67	2.34	11.73	0.70	3.54	1.25	6.28	0.03	0.15	0.26	1.31	0.00	0.02	0.05	0.25
Underutilized:	0.00	No *	0.34	No *	0.00	No *	0.25	No *	0.03	No *	0.26	No *	0.00	No *	0.05	No *
0223 - Professional - Engineering																
Employees:	4															
Current Utilization:	0	0.00	1	25.00	0	0.00	0	0.00	0	0.00	1	25.00	0	0.00	0	0.00
Class Goal:	0.34	8.58	0.52	13.21	0.21	5.36	0.23	5.76	0.00	0.18	0.06	1.50	0.00	0.05	0.01	0.30
Underutilized:	0.34	No *	0.00	No *	0.21	No *	0.23	No *	0.00	No *	0.00	No *	0.00	No *	0.01	No *
0231 - Sr. Professional - Business																
Employees:	9															
Current Utilization:	4	44.44	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	5.05	56.20	1.12	12.50	0.68	7.65	0.08	0.99	0.02	0.31	0.24	2.73	0.02	0.32	0.03	0.36
Underutilized:	1.05	Yes *	1.12	Yes *	0.68	No *	0.08	No *	0.02	No *	0.24	No *	0.02	No *	0.03	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Summary Analysis
Analysis Data as of 01/01/2012**

Plan: FE,WPP - FirstEnergy, West Penn Power

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
0233 - Professional - Business																
Employees:	3															
Current Utilization:	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.42	47.52	0.40	13.41	0.25	8.45	0.03	1.02	0.01	0.46	0.08	2.86	0.00	0.01	0.01	0.49
Underutilized:	0.42	No *	0.40	No *	0.25	No *	0.03	No *	0.01	No *	0.08	No *	0.00	No *	0.01	No *
0331 - Sr. Technician - Other																
Employees:	96															
Current Utilization:	18	18.75	2	2.08	2	2.08	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	44.40	46.26	0.22	0.23	0.00	0.00	0.12	0.13	0.04	0.05	0.03	0.04	0.00	0.00	0.00	0.00
Underutilized:	26.40	Yes	0.00	No *	0.00	No *	0.12	No *	0.04	No *	0.03	No *	0.00	No *	0.00	No *
0333 - Technician - Other																
Employees:	14															
Current Utilization:	2	14.28	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	2.59	18.51	0.32	2.34	0.24	1.75	0.00	0.00	0.00	0.00	0.08	0.58	0.00	0.00	0.00	0.00
Underutilized:	0.59	No *	0.32	No *	0.24	No *	0.00	No *	0.00	No *	0.08	No *	0.00	No *	0.00	No *
0531 - Sr. Clerical																
Employees:	38															
Current Utilization:	38	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	37.16	97.79	0.93	2.46	0.49	1.30	0.04	0.13	0.06	0.16	0.25	0.66	0.00	0.00	0.04	0.11
Underutilized:	0.00	No *	0.93	No *	0.49	No *	0.04	No *	0.06	No *	0.25	No *	0.00	No *	0.04	No *
0533 - Clerical																
Employees:	10															
Current Utilization:	10	100.00	1	10.00	1	10.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	8.54	85.47	0.21	2.19	0.10	1.08	0.00	0.00	0.00	0.04	0.08	0.88	0.00	0.00	0.01	0.15
Underutilized:	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.08	No *	0.00	No *	0.01	No *
0535 - Meter Readers																
Employees:	79															
Current Utilization:	13	16.45	2	2.53	2	2.53	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	6.61	8.37	6.98	8.84	6.98	8.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Underutilized:	0.00	No *	4.98	Yes *	4.98	Yes *	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.00	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Summary Analysis
Analysis Data as of 01/01/2012**

Plan: FE,WPP - FirstEnergy, West Penn Power

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
0610 - Sr. Craft																
Employees:	302															
Current Utilization:	4	1.32	7	2.31	5	1.65	0	0.00	0	0.00	1	0.33	1	0.33	0	0.00
Class Goal:	15.34	5.08	5.01	1.66	0.63	0.21	0.00	0.00	0.00	0.00	4.37	1.45	0.00	0.00	0.00	0.00
Underutilized:	11.34	Yes	0.00	No *	0.00	No *	0.00	No *	0.00	No *	3.37	Yes *	0.00	No *	0.00	No *
0620 - Entry Craft																
Employees:	33															
Current Utilization:	0	0.00	1	3.03	1	3.03	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.26	3.82	0.39	1.21	0.00	0.00	0.00	0.00	0.00	0.00	0.39	1.21	0.00	0.00	0.00	0.00
Underutilized:	1.26	Yes *	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.39	No *	0.00	No *	0.00	No *
0710 - Operatives																
Employees:	31															
Current Utilization:	0	0.00	2	6.45	2	6.45	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Underutilized:	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.00	No *
Totals:	735	103	20		15		1		0		2		2		0	

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**INCUMBENCY vs AVAILABILITY
ANALYSIS**

ATTACHMENT 2

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE, ME - FirstEnergy, Metropolitan Edison

Job Group: 0011 - Executives

Total Employees in Job Group: 1

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	15.89	15.89	5.33	5.33
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			15.89		5.33
Current Utilization			0.00		0.00

Standard Deviations

Underutilized (2 Standard Deviation)

0.44

No *

0.23

No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,ME - FirstEnergy, Metropolitan Edison

Job Group: 0121 - Managers

Total Employees in Job Group: 21

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	13.82	13.82	10.01	10.01
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			13.82		10.01
Current Utilization			0.00		9.52

Standard Deviations

Underutilized (2 Standard Deviation)

1.83

Yes *

0.07

No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,ME - FirstEnergy, Metropolitan Edison

Job Group: 0131 - Supervisors

Total Employees in Job Group: 63

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	0.00	21.06	0.00	10.20	0.00
Internally available	100.00	9.49	9.49	10.46	10.46
Total Weighted Availability			9.49		10.46
Current Utilization			9.52		6.34

Standard Deviations

Underutilized (2 Standard Deviation)

0.00

1.06

No *

Yes *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,ME - FirstEnergy, Metropolitan Edison

Job Group: 0221 - Sr. Professional - Engineering

Total Employees in Job Group: 7

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	7.37	7.37	11.08	11.08
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			7.37		11.08
Current Utilization			14.28		28.57

Standard Deviations -0.70 -1.48
Underutilized (2 Standard Deviation) No * No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,ME - FirstEnergy. Metropolitan Edison

Job Group: 0223 - Professional - Engineering

Total Employees in Job Group: 2

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	7.82	7.82	11.66	11.66
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availablity			7.82		11.66
Current Utilization			0.00		0.00

Standard Deviations

Underutilized (2 Standard Deviation)

0.41

No *

0.52

No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,ME - FirstEnergy, Metropolitan Edison

Job Group: 0231 - Sr. Professional - Business

Total Employees in Job Group: 6

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	63.35	63.35	14.65	14.65
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			63.35		14.65
Current Utilization			50.00		0.00

Standard Deviations

Underutilized (2 Standard Deviation)

0.67

No *

1.01

No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,ME - FirstEnergy, Metropolitan Edison

Job Group: 0233 - Professional - Business

Total Employees In Job Group: 9

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	0.00	54.94	0.00	11.69	0.00
Internally available	100.00	100.00	100.00	21.42	21.42
Total Weighted Availability			100.00		21.42
Current Utilization			88.88		33.33

Standard Deviations

Underutilized (2 Standard Deviation)

0.00

-0.87

Yes *

No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,ME - FirstEnergy, Metropolitan Edison

Job Group: 0321 - Sr. Technician - Engineering

Total Employees in Job Group: 40

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	0.00	16.74	0.00	8.76	0.00
Internally available	100.00	31.93	31.93	1.93	1.93
Total Weighted Availability			31.93		1.93
Current Utilization			22.50		10.00

Standard Deviations 1.27 -3.72
Underutilized (2 Standard Deviation) Yes * No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,ME - FirstEnergy, Metropolitan Edison

Job Group: 0323 - Technician - Engineering

Total Employees in Job Group: 8

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	16.39	16.39	8.21	8.21
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			16.39		8.21
Current Utilization			37.50		0.00

Standard Deviations -1.61 0.84
Underutilized (2 Standard Deviation) No * No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,ME - FirstEnergy, Metropolitan Edison

Job Group: 0331 - Sr. Technician - Other

Total Employees In Job Group: 31

Factor	Weight	Total Female		Total Minorities	
		Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area	0.00	30.50	0.00	7.10	0.00
Internally available	100.00	31.73	31.73	11.91	11.91
Total Weighted Availability			31.73		11.91
Current Utilization			9.67		9.67

Standard Deviations

Underutilized (2 Standard Deviation)

2.64

Yes *

0.38

No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,ME - FirstEnergy, Metropolitan Edison

Job Group: 0333 - Technician - Other

Total Employees in Job Group: 8

Factor	Weight	Total Female		Total Minorities	
		Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area	100.00	56.60	56.60	5.53	5.53
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			56.60		5.53
Current Utilization			37.50		12.50

Standard Deviations 1.09 -0.87
 Underutilized (2 Standard Deviation) Yes * No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE.ME - FirstEnergy, Metropolitan Edison

Job Group: 0531 - Sr. Clerical

Total Employees in Job Group: 14

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	0.00	79.24	0.00	6.21	0.00
Internally available	100.00	22.53	22.53	14.08	14.08
Total Weighted Availability			22.53		14.08
Current Utilization			100.00		21.42

Standard Deviations

Underutilized (2 Standard Deviation)

-6.94

No *

-0.79

No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,ME - FirstEnergy, Metropolitan Edison

Job Group: 0533 - Clerical

Total Employees in Job Group: 1

Factor	Weight	Total Female		Total Minorities	
		Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area	100.00	80.63	80.63	11.70	11.70
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			80.63		11.70
Current Utilization			0.00		0.00

Standard Deviations

Underutilized (2 Standard Deviation)

2.08

No *

0.36

No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,ME - FirstEnergy, Metropolitan Edison

Job Group: 0535 - Meter Readers

Total Employees in Job Group: 71

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	9.67	9.67	7.51	7.51
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			9.67		7.51
Current Utilization			22.53		14.08

Standard Deviations

Underutilized (2 Standard Deviation)

-3.66

No *

-2.10

No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,ME - FirstEnergy. Metropolitan Edison

Job Group: 0610 - Sr. Craft

Total Employees in Job Group: 309

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	0.00	3.75	0.00	6.68	0.00
Internally available	100.00	5.76	5.76	5.76	5.76
Total Weighted Availability			5.76		5.76
Current Utilization			2.91		9.06
Standard Deviations			2.15		-2.49
Underutilized (2 Standard Deviation)			Yes		No

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,ME - FirstEnergy, Metropolitan Edison

Job Group: 0620 - Entry Craft

Total Employees in Job Group: 52

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	88.89	2.83	2.51	5.97	5.30
Internally available	11.11	22.53	2.50	14.08	1.56
Total Weighted Availability			5.01		6.87
Current Utilization			5.76		5.76

Standard Deviations

-0.24

0.31

Underutilized (2 Standard Deviation)

No *

No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,ME - FirstEnergy, Metropolitan Edison

Job Group: 0710 - Operatives

Total Employees in Job Group: 16

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	0.00	6.44	0.00	4.20	0.00
Internally available	100.00	22.53	22.53	14.08	14.08
Total Weighted Availability			22.53		14.08
Current Utilization			25.00		12.50

Standard Deviations -0.23 0.18
 Underutilized (2 Standard Deviation) No * No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,ME - FirstEnergy, Metropolitan Edison

Job Group: 0920 - Service Workers - Other

Total Employees in Job Group: 1

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	30.58	30.58	17.86	17.86
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			30.58		17.86
Current Utilization			0.00		0.00

Standard Deviations 0.66 0.47
 Underutilized (2 Standard Deviation) No * No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,ME - FirstEnergy, Metropolitan Edison

Job Group: 0011 - Executives

Total Employees in Job Group: 1

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area	100.00	15.89	15.89	5.33	5.33	1.74	1.74	1.97	1.97	0.29	0.29	1.06	1.06	0.01	0.01	0.26	0.26
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability		15.89		5.33		1.74		1.97		0.29		1.06		0.01		0.26	
Current Utilization		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00	

Standard Deviations	0.44	0.23	0.17	0.19	0.00	0.10	0.00	0.00
Underutilized (2 Standard Deviation)	No *	No *	No *	No *	No *	No *	No *	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,ME - FirstEnergy, Metropolitan Edison

Job Group: 0121 - Managers

Total Employees In Job Group: 21

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>		<i>Black</i>		<i>Asian</i>		<i>Native American</i>		<i>Hispanic</i>		<i>Pacific Islander</i>		<i>Two or more races</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	13.82	13.82	10.01	10.01	3.86	3.86	1.59	1.59	0.26	0.26	3.74	3.74	0.00	0.00	0.22	0.22
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			13.82		10.01		3.86		1.59		0.26		3.74		0.00		0.22
Current Utilization			0.00		9.52		9.52		0.00		0.00		0.00		0.00		0.00

Standard Deviations 1.83 0.07 -1.35 0.59 0.24 0.90 0.00 0.23
Underutilized (2 Standard Deviation) Yes * No * No * No * No * No * No * No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,ME - FirstEnergy, Metropolitan Edison

Job Group: 0131 - Supervisors

Total Employees In Job Group: 63

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>		<i>Black</i>		<i>Asian</i>		<i>Native American</i>		<i>Hispanic</i>		<i>Pacific Islander</i>		<i>Two or more races</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	0.00	21.06	0.00	10.20	0.00	5.22	0.00	1.29	0.00	0.17	0.00	2.69	0.00	0.00	0.00	0.14	0.00
Internally available	100.00	9.49	9.49	10.46	10.46	3.15	3.15	0.16	0.16	0.83	0.83	5.78	5.78	0.00	0.00	0.51	0.51
Total Weighted Availability			9.49		10.46		3.15		0.16		0.83		5.78		0.00		0.51
Current Utilization			9.52		6.34		4.76		0.00		0.00		1.58		0.00		0.00

Standard Deviations	0.00	1.06	-0.73	0.31	0.73	1.42	0.00	0.57
Underutilized (2 Standard Deviation)	No *	Yes *	No *	No *	No *	Yes *	No *	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,ME - FirstEnergy, Metropolitan Edison

Job Group: 0221 - Sr. Professional - Engineering

Total Employees in Job Group: 7

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area	100.00	7.37	7.37	11.08	11.08	2.70	2.70	6.13	6.13	0.38	0.38	1.48	1.48	0.03	0.03	0.26	0.26
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			7.37		11.08		2.70		6.13		0.38		1.48		0.03		0.26
Current Utilization			14.28		28.57		14.28		14.28		0.00		0.00		0.00		0.00

Standard Deviations	-0.70	-1.48	-1.91	-0.90	0.18	0.32	0.00	0.18
Underutilized (2 Standard Deviation)	No *	No *	No *	No *	No *	No *	No *	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE.ME - FirstEnergy, Metropolitan Edison

Job Group: 0223 - Professional - Engineering

Total Employees in Job Group: 2

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>		<i>Black</i>		<i>Asian</i>		<i>Native American</i>		<i>Hispanic</i>		<i>Pacific Islander</i>		<i>Two or more races</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	7.82	7.82	11.66	11.66	2.10	2.10	7.77	7.77	0.18	0.18	1.27	1.27	0.04	0.04	0.28	0.28
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			7.82		11.66		2.10		7.77		0.18		1.27		0.04		0.28
Current Utilization			0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00

Standard Deviations 0.41 0.52 0.21 0.41 0.00 0.17 0.00 0.00

Underutilized (2 Standard Deviation) No * No * No * No * No * No * No * No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,ME - FirstEnergy, Metropolitan Edison

Job Group: 0231 - Sr. Professional - Business

Total Employees in Job Group: 6

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area	100.00	63.35	63.35	14.65	14.65	7.32	7.32	1.70	1.70	0.40	0.40	4.63	4.63	0.00	0.00	0.41	0.41
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			63.35		14.65		7.32		1.70		0.40		4.63		0.00		0.41
Current Utilization			50.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00

Standard Deviations	0.67	1.01	0.69	0.32	0.16	0.54	0.00	0.17
Underutilized (2 Standard Deviation)	No *	No *	No *	No *	No *	No *	No *	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,ME - FirstEnergy, Metropolitan Edison

Job Group: 0233 - Professional - Business

Total Employees in Job Group: 9

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area	0.00	54.94	0.00	11.69	0.00	5.96	0.00	1.68	0.00	0.25	0.00	3.22	0.00	0.00	0.00	0.41	0.00
Internally available	100.00	100.00	100.00	21.42	21.42	21.42	21.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			100.00		21.42		21.42		0.00		0.00		0.00		0.00		0.00
Current Utilization			88.88		33.33		0.00		0.00		0.00		33.33		0.00		0.00

Standard Deviations	0.00	-0.87	1.56	0.00	0.00	0.00	0.00	0.00	0.00
Underutilized (2 Standard Deviation)	Yes *	No *	Yes *	No *	No *	No *	No *	No *	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,ME - FirstEnergy, Metropolitan Edison

Job Group: 0321 - Sr. Technician - Engineering

Total Employees in Job Group: 40

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area	0.00	16.74	0.00	8.76	0.00	3.44	0.00	2.03	0.00	0.19	0.00	2.59	0.00	0.35	0.00	0.03	0.00
Internally available	100.00	31.93	31.93	1.93	1.93	0.00	0.00	0.00	0.00	0.00	0.00	1.93	1.93	0.00	0.00	0.00	0.00
Total Weighted Availability			31.93		1.93		0.00		0.00		0.00		1.93		0.00		0.00
Current Utilization			22.50		10.00		7.50		0.00		0.00		2.50		0.00		0.00

Standard Deviations	1.27	-3.72	0.00	0.00	0.00	-0.26	0.00	0.00
Underutilized (2 Standard Deviation)	Yes *	No *	No *	No *	No *	No *	No *	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,ME - FirstEnergy, Metropolitan Edison

Job Group: 0323 - Technician - Engineering

Total Employees in Job Group: 8

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>		<i>Black</i>		<i>Asian</i>		<i>Native American</i>		<i>Hispanic</i>		<i>Pacific Islander</i>		<i>Two or more races</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	16.39	16.39	8.21	8.21	2.62	2.62	2.67	2.67	0.13	0.13	2.33	2.33	0.33	0.33	0.07	0.07
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability		16.39		8.21		2.62		2.67		0.13		2.33		0.33		0.07	
Current Utilization		37.50		0.00		0.00		0.00		0.00		0.00		0.00		0.00	
Standard Deviations		-1.61		0.84		0.46		0.47		0.10		0.43		0.18		0.00	
Underutilized (2 Standard Deviation)		No *		No *		No *		No *		No *		No *		No *		No *	

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,ME - FirstEnergy, Metropolitan Edison

Job Group: 0331 - Sr. Technician - Other

Total Employees In Job Group: 31

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area	0.00	30.50	0.00	7.10	0.00	2.94	0.00	1.64	0.00	0.00	0.00	2.50	0.00	0.00	0.00	0.00	0.00
Internally available	100.00	31.73	31.73	11.91	11.91	11.11	11.11	0.05	0.05	0.16	0.16	0.53	0.53	0.00	0.00	0.05	0.05
Total Weighted Availability			31.73		11.91		11.11		0.05		0.16		0.53		0.00		0.05
Current Utilization			9.67		9.67		0.00		0.00		0.00		9.67		0.00		0.00

Standard Deviations	2.64	0.38	1.96	0.15	0.24	-7.08	0.00	0.15
Underutilized (2 Standard Deviation)	Yes *	No *	Yes *	No *	No *	No *	No *	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,ME - FirstEnergy, Metropolitan Edison

Job Group: 0333 - Technician - Other

Total Employees in Job Group: 8

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>		<i>Black</i>		<i>Asian</i>		<i>Native American</i>		<i>Hispanic</i>		<i>Pacific Islander</i>		<i>Two or more races</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	56.60	56.60	5.53	5.53	3.59	3.59	0.90	0.90	0.00	0.00	1.03	1.03	0.00	0.00	0.00	0.00
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability		56.60		5.53		3.59		0.90		0.00		1.03		0.00		0.00	
Current Utilization		37.50		12.50		12.50		0.00		0.00		0.00		0.00		0.00	

Standard Deviations	1.09	-0.87	-1.37	0.27	0.00	0.29	0.00	0.00	0.00
Underutilized (2 Standard Deviation)	Yes *	No *	No *	No *	No *	No *	No *	No *	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,ME - FirstEnergy. Metropolitan Edison

Job Group: 0531 - Sr. Clerical

Total Employees In Job Group: 14

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area	0.00	79.24	0.00	6.21	0.00	3.05	0.00	0.00	0.00	0.00	0.00	2.08	0.00	0.00	0.00	1.05	0.00
Internally available	100.00	22.53	22.53	14.08	14.08	4.22	4.22	0.00	0.00	1.40	1.40	7.04	7.04	0.00	0.00	1.40	1.40
Total Weighted Availability		22.53		14.08		4.22		0.00		1.40		7.04		0.00		1.40	
Current Utilization		100.00		21.42		21.42		0.00		0.00		0.00		0.00		0.00	

Standard Deviations	-6.94	-0.79	-3.21	0.00	0.44	1.03	0.00	0.44
Underutilized (2 Standard Deviation)	No *	No *	No *	No *	No *	No *	No *	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,ME - FirstEnergy, Metropolitan Edison

Job Group: 0533 - Clerical

Total Employees in Job Group: 1

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>		<i>Black</i>		<i>Asian</i>		<i>Native American</i>		<i>Hispanic</i>		<i>Pacific Islander</i>		<i>Two or more races</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	80.63	80.63	11.70	11.70	5.27	5.27	0.24	0.24	0.00	0.00	6.17	6.17	0.00	0.00	0.00	0.00
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability		80.63		11.70		5.27		0.24		0.00		6.17		0.00		0.00	
Current Utilization		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00	

Standard Deviations	2.08	0.36	0.26	0.00	0.00	0.27	0.00	0.00
Underutilized (2 Standard Deviation)	No *	No *	No *	No *	No *	No *	No *	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,ME - FirstEnergy, Metropolitan Edison

Job Group: 0535 - Meter Readers

Total Employees in Job Group: 71

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area	100.00	9.67	9.67	7.51	7.51	5.95	5.95	0.00	0.00	0.00	0.00	1.56	1.56	0.00	0.00	0.00	0.00
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability		9.67		7.51		5.95		0.00		0.00		1.56		0.00		0.00	
Current Utilization		22.53		14.08		4.22		0.00		1.40		7.04		0.00		1.40	

Standard Deviations	-3.66	-2.10	0.61	0.00	0.00	-3.72	0.00	0.00
Underutilized (2 Standard Deviation)	No *	No *	Yes *	No *	No *	No *	No *	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,ME - FirstEnergy, Metropolitan Edison

Job Group: 0610 - Sr. Craft

Total Employees in Job Group: 309

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>		<i>Black</i>		<i>Asian</i>		<i>Native American</i>		<i>Hispanic</i>		<i>Pacific Islander</i>		<i>Two or more races</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	0.00	3.75	0.00	6.68	0.00	2.00	0.00	0.06	0.00	0.02	0.00	4.35	0.00	0.00	0.00	0.17	0.00
Internally available	100.00	5.76	5.76	5.76	5.76	1.92	1.92	0.00	0.00	0.00	0.00	1.92	1.92	1.92	1.92	0.00	0.00
Total Weighted Availability			5.76		5.76		1.92		0.00		0.00		1.92		1.92		0.00
Current Utilization			2.91		9.06		4.20		0.32		0.97		3.23		0.00		0.32
Standard Deviations			2.15		-2.49		-2.92		0.00		0.00		-1.67		2.46		0.00
Underutilized (2 Standard Deviation)			Yes		No		No *		No *		No *		No *		Yes *		No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,ME - FirstEnergy, Metropolitan Edison

Job Group: 0620 - Entry Craft

Total Employees in Job Group: 52

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area	88.89	2.83	2.51	5.97	5.30	1.62	1.44	0.20	0.17	0.00	0.00	3.17	2.81	0.00	0.00	0.96	0.85
Internally available	11.11	22.53	2.50	14.08	1.56	4.22	0.46	0.00	0.00	1.40	0.15	7.04	0.78	0.00	0.00	1.40	0.15
Total Weighted Availability			5.01		6.87		1.90		0.17		0.15		3.59		0.00		1.00
Current Utilization			5.76		5.76		1.92		0.00		0.00		1.92		1.92		0.00

Standard Deviations -0.24 0.31 -0.01 0.31 0.29 0.64 0.00 0.72
Underutilized (2 Standard Deviation) No * No * No * No * No * No * No * No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,ME - FirstEnergy, Metropolitan Edison

Job Group: 0710 - Operatives

Total Employees In Job Group: 16

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area	0.00	6.44	0.00	4.20	0.00	1.29	0.00	0.00	0.00	0.00	0.00	2.88	0.00	0.00	0.00	0.00	0.00
Internally available	100.00	22.53	22.53	14.08	14.08	4.22	4.22	0.00	0.00	1.40	1.40	7.04	7.04	0.00	0.00	1.40	1.40
Total Weighted Availability			22.53		14.08		4.22		0.00		1.40		7.04		0.00		1.40
Current Utilization			25.00		12.50		12.50		0.00		0.00		0.00		0.00		0.00
Standard Deviations			-0.23		0.18		-1.65		0.00		0.47		1.10		0.00		0.47
Underutilized (2 Standard Deviation)			No *		No *		No *		No *		No *		Yes *		No *		No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,ME - FirstEnergy. Metropolitan Edison

Job Group: 0920 - Service Workers - Other

Total Employees In Job Group: 1

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area	100.00	30.58	30.58	17.86	17.86	12.53	12.53	1.29	1.29	0.60	0.60	3.28	3.28	0.00	0.00	0.13	0.13
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability		30.58		17.86		12.53		1.29		0.60		3.28		0.00		0.13	
Current Utilization		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00	

Standard Deviations	0.66	0.47	0.39	0.12	0.00	0.18	0.00	0.00
Underutilized (2 Standard Deviation)	No *	No *	No *	No *	No *	No *	No *	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,PN - FirstEnergy, Penelec

Job Group: 0011 - Executives

Total Employees in Job Group: 1

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	15.32	15.32	5.89	5.89
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			15.32		5.89
Current Utilization			0.00		0.00

Standard Deviations 0.44 0.26
Underutilized (2 Standard Deviation) No * No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,PN - FirstEnergy, Penelec

Job Group: 0121 - Managers

Total Employees in Job Group: 25

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	0.00	13.55	0.00	8.43	0.00
Internally available	100.00	8.17	8.17	1.92	1.92
Total Weighted Availability			8.17		1.92
Current Utilization			20.00		8.00

Standard Deviations -2.16 -2.21
Underutilized (2 Standard Deviation) No * No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,PN - FirstEnergy, Penelec

Job Group: 0131 - Supervisors

Total Employees In Job Group: 76

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	0.00	16.28	0.00	9.01	0.00
Internally available	100.00	11.20	11.20	3.10	3.10
Total Weighted Availability			11.20		3.10
Current Utilization			10.52		3.94

Standard Deviations

0.18

-0.42

Underutilized (2 Standard Deviation)

No *

No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,PN - FirstEnergy, Penelec

Job Group: 0221 - Sr. Professional - Engineering

Total Employees in Job Group: 8

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	4.06	4.06	8.82	8.82
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			4.06		8.82
Current Utilization			12.50		12.50

Standard Deviations

-1.21

-0.36

Underutilized (2 Standard Deviation)

No *

No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,PN - FirstEnergy, Penelec

Job Group: 0223 - Professional - Engineering

Total Employees In Job Group: 8

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	5.35	5.35	11.34	11.34
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			5.35		11.34
Current Utilization			12.50		0.00

Standard Deviations

-0.90

1.01

Underutilized (2 Standard Deviation)

No *

No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,PN - FirstEnergy, Penelec

Job Group: 0231 - Sr. Professional - Business

Total Employees in Job Group: 12

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	0.00	57.89	0.00	11.80	0.00
Internally available	100.00	38.59	38.59	0.65	0.65
Total Weighted Availability			38.59		0.65
Current Utilization			58.33		8.33

Standard Deviations

Underutilized (2 Standard Deviation)

-1.40

No *

-3.48

No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,PN - FirstEnergy, Penelec
Job Group: 0233 - Professional - Business

Total Employees in Job Group: 6

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	0.00	56.12	0.00	10.58	0.00
Internally available	100.00	100.00	100.00	3.70	3.70
Total Weighted Availability			100.00		3.70
Current Utilization			66.66		0.00

Standard Deviations 0.00 0.48
Underutilized (2 Standard Deviation) Yes * No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE.PN - FirstEnergy, Penelec

Job Group: 0321 - Sr. Technician - Engineering

Total Employees in Job Group: 8

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	17.80	17.80	3.91	3.91
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			17.80		3.91
Current Utilization			25.00		0.00

Standard Deviations -0.53 0.57
Underutilized (2 Standard Deviation) No * No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,PN - FirstEnergy, Penelec

Job Group: 0331 - Sr. Technician - Other

Total Employees In Job Group: 76

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	0.00	37.06	0.00	2.14	0.00
Internally available	100.00	17.53	17.53	6.08	6.08
Total Weighted Availability			17.53		6.08
Current Utilization			10.52		1.31

Standard Deviations

Underutilized (2 Standard Deviation)

1.60

No

1.74

Yes *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,PN - FirstEnergy, Penelec

Job Group: 0333 - Technician - Other

Total Employees in Job Group: 14

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	0.00	36.99	0.00	0.68	0.00
Internally available	100.00	21.95	21.95	6.09	6.09
Total Weighted Availability			21.95		6.09
Current Utilization			21.42		7.14

Standard Deviations 0.04 -0.16
Underutilized (2 Standard Deviation) No * No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,PN - FirstEnergy, Penelec

Job Group: 0531 - Sr. Clerical

Total Employees in Job Group: 27

Factor	Weight	Total Female		Total Minorities	
		Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area	0.00	80.50	0.00	3.63	0.00
Internally available	100.00	60.97	60.97	3.04	3.04
Total Weighted Availability			60.97		3.04
Current Utilization			100.00		3.70

Standard Deviations -4.15 -0.20
 Underutilized (2 Standard Deviation) No * No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,PN - FirstEnergy, Penelec

Job Group: 0533 - Clerical

Total Employees in Job Group: 2

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	68.50	68.50	2.33	2.33
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			68.50		2.33
Current Utilization			100.00		0.00

Standard Deviations -0.96 0.23
Underutilized (2 Standard Deviation) No * No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,PN - FirstEnergy, Penelec

Job Group: 0535 - Meter Readers

Total Employees In Job Group: 82

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	11.88	11.88	9.05	9.05
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			11.88		9.05
Current Utilization			21.95		6.09

Standard Deviations

Underutilized (2 Standard Deviation)

-2.81

No *

0.93

Yes *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,PN - FirstEnergy, Penelec

Job Group: 0610 - Sr. Craft

Total Employees in Job Group: 424

Factor	Weight	Total Female		Total Minorities	
		Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area	0.00	1.38	0.00	1.10	0.00
Internally available	100.00	0.00	0.00	0.00	0.00
Total Weighted Availability			0.00		0.00
Current Utilization			0.94		4.00

Standard Deviations 0.00 0.00
 Underutilized (2 Standard Deviation) No * No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,PN - FirstEnergy, Penelec

Job Group: 0620 - Entry Craft

Total Employees in Job Group: 77

Factor	Weight	Total Female		Total Minorities	
		Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area	100.00	1.61	1.61	1.81	1.81
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			1.61		1.81
Current Utilization			0.00		0.00

Standard Deviations

Underutilized (2 Standard Deviation)

1.12

Yes *

1.19

Yes *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,PN - FirstEnergy, Penelec

Job Group: 0710 - Operatives

Total Employees in Job Group: 29

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	0.00	14.22	0.00	4.15	0.00
Internally available	100.00	100.00	100.00	3.70	3.70
Total Weighted Availability			100.00		3.70
Current Utilization			37.93		3.44

Standard Deviations 0.00 0.07
Underutilized (2 Standard Deviation) Yes * No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,PN - FirstEnergy, Penelec

Job Group: 0920 - Service Workers - Other

Total Employees in Job Group: 1

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	22.51	22.51	2.41	2.41
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			22.51		2.41
Current Utilization			0.00		0.00

Standard Deviations 0.54 0.17
Underutilized (2 Standard Deviation) No * No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,PN - FirstEnergy, Penelec

Job Group: 0011 - Executives

Total Employees in Job Group: 1

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area	100.00	15.32	15.32	5.89	5.89	2.17	2.17	1.78	1.78	0.21	0.21	1.52	1.52	0.01	0.01	0.18	0.18
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			15.32		5.89		2.17		1.78		0.21		1.52		0.01		0.18
Current Utilization			0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00

Standard Deviations	0.44	0.26	0.15	0.17	0.00	0.15	0.00	0.00
Underutilized (2 Standard Deviation)	No *	No *	No *	No *	No *	No *	No *	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,PN - FirstEnergy, Penelec

Job Group: 0121 - Managers

Total Employees in Job Group: 25

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area	0.00	13.55	0.00	8.43	0.00	3.61	0.00	1.51	0.00	0.35	0.00	2.41	0.00	0.02	0.00	0.15	0.00
Internally available	100.00	8.17	8.17	1.92	1.92	1.92	1.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			8.17		1.92		1.92		0.00		0.00		0.00		0.00		0.00
Current Utilization			20.00		8.00		4.00		0.00		4.00		0.00		0.00		0.00

Standard Deviations	-2.16	-2.21	-0.75	0.00	0.00	0.00	0.00	0.00	0.00
Underutilized (2 Standard Deviation)	No *	No *	No *	No *	No *	No *	No *	No *	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,PN - FirstEnergy, Penelec

Job Group: 0131 - Supervisors

Total Employees in Job Group: 76

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area	0.00	16.28	0.00	9.01	0.00	4.52	0.00	0.99	0.00	0.24	0.00	2.19	0.00	0.04	0.00	0.09	0.00
Internally available	100.00	11.20	11.20	3.10	3.10	2.16	2.16	0.11	0.11	0.47	0.47	0.35	0.35	0.00	0.00	0.00	0.00
Total Weighted Availability			11.20		3.10		2.16		0.11		0.47		0.35		0.00		0.00
Current Utilization			10.52		3.94		1.31		0.00		1.31		1.31		0.00		0.00
Standard Deviations			0.18		-0.42		0.51		0.29		-1.07		-1.43		0.00		0.00
Underutilized (2 Standard Deviation)			No *		No *		No *		No *		No *		No *		No *		No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,PN - FirstEnergy, Penelec

Job Group: 0221 - Sr. Professional - Engineering

Total Employees in Job Group: 8

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>		<i>Black</i>		<i>Asian</i>		<i>Native American</i>		<i>Hispanic</i>		<i>Pacific Islander</i>		<i>Two or more races</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	4.06	4.06	8.82	8.82	1.91	1.91	4.94	4.94	0.20	0.20	1.34	1.34	0.02	0.02	0.26	0.26
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability		4.06		8.82		1.91		4.94		0.20		1.34		0.02		0.26	
Current Utilization		12.50		12.50		0.00		0.00		0.00		12.50		0.00		0.00	
Standard Deviations		-1.21		-0.36		0.40		0.64		0.16		-2.82		0.00		0.14	
Underutilized (2 Standard Deviation)		No *		No *		No *		No *		No *		No *		No *		No *	

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,PN - FirstEnergy, Penelec

Job Group: 0223 - Professional - Engineering

Total Employees in Job Group: 8

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>		<i>Black</i>		<i>Asian</i>		<i>Native American</i>		<i>Hispanic</i>		<i>Pacific Islander</i>		<i>Two or more races</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	5.35	5.35	11.34	11.34	3.80	3.80	5.73	5.73	0.17	0.17	1.25	1.25	0.03	0.03	0.27	0.27
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability		5.35		11.34		3.80		5.73		0.17		1.25		0.03		0.27	
Current Utilization		12.50		0.00		0.00		0.00		0.00		0.00		0.00		0.00	
Standard Deviations		-0.90		1.01		0.56		0.69		0.13		0.33		0.00		0.15	
Underutilized (2 Standard Deviation)		No *		No *		No *		No *		No *		No *		No *		No *	

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE.PN - FirstEnergy, Penelec

Job Group: 0231 - Sr. Professional - Business

Total Employees In Job Group: 12

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area	0.00	57.89	0.00	11.80	0.00	6.75	0.00	1.48	0.00	0.27	0.00	2.68	0.00	0.00	0.00	0.37	0.00
Internally available	100.00	38.59	38.59	0.65	0.65	0.65	0.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			38.59		0.65		0.65		0.00		0.00		0.00		0.00		0.00
Current Utilization			58.33		8.33		8.33		0.00		0.00		0.00		0.00		0.00
Standard Deviations			-1.40		-3.48		-3.48		0.00		0.00		0.00		0.00		0.00
Underutilized (2 Standard Deviation)			No *		No *		No *		No *		No *		No *		No *		No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,PN - FirstEnergy, Penelec

Job Group: 0233 - Professional - Business

Total Employees In Job Group: 6

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area	0.00	56.12	0.00	10.58	0.00	5.42	0.00	1.68	0.00	0.43	0.00	2.47	0.00	0.00	0.00	0.41	0.00
Internally available	100.00	100.00	100.00	3.70	3.70	0.00	0.00	0.00	0.00	3.70	3.70	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			100.00		3.70		0.00		0.00		3.70		0.00		0.00		0.00
Current Utilization			66.66		0.00		0.00		0.00		0.00		0.00		0.00		0.00

Standard Deviations	0.00	0.48	0.00	0.00	0.48	0.00	0.00	0.00	0.00
Underutilized (2 Standard Deviation)	Yes *	No *	No *	No *	No *	No *	No *	No *	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,PN - FirstEnergy, Penelec

Job Group: 0321 - Sr. Technician - Engineering

Total Employees In Job Group: 8

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area	100.00	17.80	17.80	3.91	3.91	3.10	3.10	0.23	0.23	0.00	0.00	0.57	0.57	0.00	0.00	0.00	0.00
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			17.80		3.91		3.10		0.23		0.00		0.57		0.00		0.00
Current Utilization			25.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00

Standard Deviations	-0.53	0.57	0.50	0.18	0.00	0.22	0.00	0.00
Underutilized (2 Standard Deviation)	No *	No *	No *	No *	No *	No *	No *	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,PN - FirstEnergy, Penelec

Job Group: 0331 - Sr. Technician - Other

Total Employees in Job Group: 76

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area	0.00	37.06	0.00	2.14	0.00	1.20	0.00	0.52	0.00	0.00	0.00	0.40	0.00	0.00	0.00	0.00	0.00
Internally available	100.00	17.53	17.53	6.08	6.08	4.73	4.73	0.04	0.04	0.66	0.66	0.62	0.62	0.00	0.00	0.00	0.00
Total Weighted Availability			17.53		6.08		4.73		0.04		0.66		0.62		0.00		0.00
Current Utilization			10.52		1.31		1.31		0.00		0.00		0.00		0.00		0.00

Standard Deviations	1.60	1.74	1.40	0.17	0.71	0.69	0.00	0.00
Underutilized (2 Standard Deviation)	No	Yes *	Yes *	No *	No *	No *	No *	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,PN - FirstEnergy, Penelec

Job Group: 0333 - Technician - Other

Total Employees in Job Group: 14

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area	0.00	36.99	0.00	0.68	0.00	0.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internally available	100.00	21.95	21.95	6.09	6.09	3.65	3.65	0.00	0.00	1.21	1.21	1.21	1.21	0.00	0.00	0.00	0.00
Total Weighted Availability			21.95		6.09		3.65		0.00		1.21		1.21		0.00		0.00
Current Utilization			21.42		7.14		7.14		0.00		0.00		0.00		0.00		0.00

Standard Deviations	0.04	-0.16	-0.69	0.00	0.42	0.42	0.00	0.00
Underutilized (2 Standard Deviation)	No *	No *	No *	No *	No *	No *	No *	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,PN - FirstEnergy, Penelec

Job Group: 0531 - Sr. Clerical

Total Employees in Job Group: 27

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area	0.00	80.50	0.00	3.63	0.00	2.08	0.00	0.75	0.00	0.40	0.00	0.24	0.00	0.00	0.00	0.07	0.00
Internally available	100.00	60.97	60.97	3.04	3.04	1.82	1.82	0.00	0.00	0.60	0.60	0.60	0.60	0.00	0.00	0.00	0.00
Total Weighted Availability		60.97		3.04		1.82		0.00		0.60		0.60		0.00		0.00	
Current Utilization		100.00		3.70		0.00		0.00		3.70		0.00		0.00		0.00	

Standard Deviations	-4.15	-0.20	0.70	0.00	-2.09	0.40	0.00	0.00
Underutilized (2 Standard Deviation)	No *	No *	No *	No *	No *	No *	No *	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,PN - FirstEnergy, Penelec

Job Group: 0533 - Clerical

Total Employees in Job Group: 2

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	68.50	68.50	2.33	2.33	0.00	0.00	1.55	1.55	0.00	0.00	0.77	0.77	0.00	0.00	0.00	0.00
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability		68.50		2.33		0.00		1.55		0.00		0.77		0.00		0.00	
Current Utilization		100.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00	

Standard Deviations	-0.96	0.23	0.00	0.17	0.00	0.15	0.00	0.00
Underutilized (2 Standard Deviation)	No *	No *	No *	No *	No *	No *	No *	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,PN - FirstEnergy, Penelec

Job Group: 0535 - Meter Readers

Total Employees In Job Group: 82

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area	100.00	11.88	11.88	9.05	9.05	8.82	8.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.23	0.23
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			11.88		9.05		8.82		0.00		0.00		0.00		0.00		0.23
Current Utilization			21.95		6.09		3.65		0.00		1.21		1.21		0.00		0.00

Standard Deviations	-2.81	0.93	1.65	0.00	0.00	0.00	0.00	0.44
Underutilized (2 Standard Deviation)	No *	Yes *	Yes *	No *	No *	No *	No *	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

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**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE.PN - FirstEnergy, Penelec

Job Group: 0610 - Sr. Craft

Total Employees In Job Group: 424

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area	0.00	1.38	0.00	1.10	0.00	0.13	0.00	0.84	0.00	0.03	0.00	0.05	0.00	0.00	0.00	0.02	0.00
Internally available	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00
Current Utilization			0.94		4.00		2.12		0.23		0.94		0.70		0.00		0.00

Standard Deviations	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Underutilized (2 Standard Deviation)	No *	No *	No *	No *	No *	No *	No *	No *	No *	No *	No *	No *	No *	No *	No *	No *	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,PN - FirstEnergy, Penelec

Job Group: 0620 - Entry Craft

Total Employees in Job Group: 77

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area	100.00	1.61	1.61	1.81	1.81	0.14	0.14	1.52	1.52	0.00	0.00	0.00	0.00	0.00	0.00	0.14	0.14
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability		1.61		1.81		0.14		1.52		0.00		0.00		0.00		0.14	
Current Utilization		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00	

Standard Deviations	1.12	1.19	0.34	1.09	0.00	0.00	0.00	0.34
Underutilized (2 Standard Deviation)	Yes *	Yes *	No *	Yes *	No *	No *	No *	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,PN - FirstEnergy, Penelec

Job Group: 0710 - Operatives

Total Employees in Job Group: 29

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area	0.00	14.22	0.00	4.15	0.00	0.47	0.00	0.19	0.00	0.19	0.00	3.26	0.00	0.00	0.00	0.03	0.00
Internally available	100.00	100.00	100.00	3.70	3.70	0.00	0.00	0.00	0.00	3.70	3.70	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			100.00		3.70		0.00		0.00		3.70		0.00		0.00		0.00
Current Utilization			37.93		3.44		0.00		0.00		3.44		0.00		0.00		0.00

Standard Deviations	0.00	0.07	0.00	0.00	0.07	0.00	0.00	0.00	0.00
Underutilized (2 Standard Deviation)	Yes *	No *	No *	No *	No *	No *	No *	No *	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,PN - FirstEnergy, Penelec

Job Group: 0920 - Service Workers - Other

Total Employees in Job Group: 1

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area	100.00	22.51	22.51	2.41	2.41	1.25	1.25	0.00	0.00	0.83	0.83	0.33	0.33	0.00	0.00	0.00	0.00
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			22.51		2.41		1.25		0.00		0.83		0.33		0.00		0.00
Current Utilization			0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00
Standard Deviations			0.54		0.17		0.12		0.00		0.00		0.00		0.00		0.00
Underutilized (2 Standard Deviation)			No *		No *		No *		No *		No *		No *		No *		No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,PP - FirstEnergy, Penn Power

Job Group: 131 - 131

Total Employees in Job Group: 18

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	23.28	23.28	19.48	19.48
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			23.28		19.48
Current Utilization			11.11		5.55

Standard Deviations

Underutilized (2 Standard Deviation)

1.22

Yes *

1.49

Yes *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,PP - FirstEnergy, Penn Power

Job Group: 221 - 221

Total Employees in Job Group: 1

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	8.68	8.68	22.41	22.41
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			8.68		22.41
Current Utilization			0.00		0.00

Standard Deviations

0.32

0.54

Underutilized (2 Standard Deviation)

No *

No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,PP - FirstEnergy, Penn Power

Job Group: 231 - 231

Total Employees in Job Group: 2

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	69.92	69.92	31.76	31.76
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			69.92		31.76
Current Utilization			0.00		0.00

Standard Deviations
Underutilized (2 Standard Deviation) 2.15 0.96
 Yes * No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,PP - FirstEnergy, Penn Power

Job Group: 233 - 233

Total Employees in Job Group: 4

Factor	Weight	Total Female		Total Minorities	
		Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area	100.00	69.92	69.92	31.76	31.76
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			69.92		31.76
Current Utilization			0.00		0.00

Standard Deviations	3.05	1.36
Underutilized (2 Standard Deviation)	Yes *	Yes *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,PP - FirstEnergy, Penn Power

Job Group: 331 - 331

Total Employees in Job Group: 8

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	56.56	56.56	30.00	30.00
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			56.56		30.00
Current Utilization			0.00		0.00

Standard Deviations

3.23

1.85

Underutilized (2 Standard Deviation)

Yes *

Yes *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,PP - FirstEnergy, Penn Power

Job Group: 531 - 531

Total Employees in Job Group: 7

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	76.15	76.15	25.60	25.60
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			76.15		25.60
Current Utilization			100.00		0.00

Standard Deviations

Underutilized (2 Standard Deviation)

-1.48

No *

1.55

Yes *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,PP - FirstEnergy, Penn Power

Job Group: 535 - 535

Total Employees in Job Group: 19

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	17.66	17.66	29.11	29.11
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			17.66		29.11
Current Utilization			26.31		15.78

Standard Deviations

-0.98

1.27

Underutilized (2 Standard Deviation)

No *

Yes *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,PP - FirstEnergy, Penn Power

Job Group: 610 - 610

Total Employees in Job Group: 111

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	3.31	3.31	18.10	18.10
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			3.31		18.10
Current Utilization			1.80		1.80

Standard Deviations

Underutilized (2 Standard Deviation)

0.88

Yes *

4.46

Yes

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,PP - FirstEnergy, Penn Power

Job Group: 620 - 620

Total Employees in Job Group: 23

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	4.10	4.10	19.54	19.54
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			4.10		19.54
Current Utilization			8.69		8.69

Standard Deviations

Underutilized (2 Standard Deviation)

-1.11

No *

1.31

Yes *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,WPP - FirstEnergy, West Penn Power

Job Group: 0011 - Executives

Total Employees in Job Group: 1

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	15.49	15.49	4.89	4.89
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			15.49		4.89
Current Utilization			0.00		0.00

Standard Deviations

Underutilized (2 Standard Deviation)

0.42

0.24

No *

No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,WPP - FirstEnergy, West Penn Power

Job Group: 0121 - Managers

Total Employees in Job Group: 23

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	18.22	18.22	9.75	9.75
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			18.22		9.75
Current Utilization			8.69		4.34

Standard Deviations

Underutilized (2 Standard Deviation)

1.18

Yes *

0.87

Yes *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,WPP - FirstEnergy, West Penn Power

Job Group: 0131 - Supervisors

Total Employees in Job Group: 72

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	20.21	20.21	10.91	10.91
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			20.21		10.91
Current Utilization			11.11		1.38

Standard Deviations 1.92 2.59
Underutilized (2 Standard Deviation) No Yes *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,WPP - FirstEnergy, West Penn Power

Job Group: 0221 - Sr. Professional - Engineering

Total Employees in Job Group: 20

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	7.67	7.67	11.73	11.73
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			7.67		11.73
Current Utilization			15.00		10.00

Standard Deviations -1.23 0.24
Underutilized (2 Standard Deviation) No * No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,WPP - FirstEnergy, West Penn Power

Job Group: 0223 - Professional - Engineering

Total Employees in Job Group: 4

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	8.58	8.58	13.21	13.21
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			8.58		13.21
Current Utilization			0.00		25.00

Standard Deviations

0.61

-0.70

Underutilized (2 Standard Deviation)

No *

No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,WPP - FirstEnergy, West Penn Power

Job Group: 0231 - Sr. Professional - Business

Total Employees in Job Group: 9

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	56.20	56.20	12.50	12.50
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			56.20		12.50
Current Utilization			44.44		0.00

Standard Deviations

Underutilized (2 Standard Deviation)

0.71

Yes *

1.13

Yes *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,WPP - FirstEnergy, West Penn Power

Job Group: 0233 - Professional - Business

Total Employees in Job Group: 3

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	47.52	47.52	13.41	13.41
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			47.52		13.41
Current Utilization			33.33		0.00

Standard Deviations 0.49 0.68
Underutilized (2 Standard Deviation) No * No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,WPP - FirstEnergy, West Penn Power

Job Group: 0331 - Sr. Technician - Other

Total Employees in Job Group: 96

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	46.26	46.26	0.23	0.23
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			46.26		0.23
Current Utilization			18.75		2.08

Standard Deviations 5.40 -3.78
Underutilized (2 Standard Deviation) Yes No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,WPP - FirstEnergy, West Penn Power

Job Group: 0333 - Technician - Other

Total Employees in Job Group: 14

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	18.51	18.51	2.34	2.34
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			18.51		2.34
Current Utilization			14.28		0.00

Standard Deviations 0.40 0.58
Underutilized (2 Standard Deviation) No * No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,WPP - FirstEnergy, West Penn Power

Job Group: 0531 - Sr. Clerical

Total Employees in Job Group: 38

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	97.79	97.79	2.46	2.46
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			97.79		2.46
Current Utilization			100.00		0.00

Standard Deviations

Underutilized (2 Standard Deviation)

-0.92

No *

0.97

No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,WPP - FirstEnergy, West Penn Power

Job Group: 0533 - Clerical

Total Employees in Job Group: 10

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	85.47	85.47	2.19	2.19
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			85.47		2.19
Current Utilization			100.00		10.00

Standard Deviations -1.30 -1.70
 Underutilized (2 Standard Deviation) No * No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE.WPP - FirstEnergy, West Penn Power

Job Group: 0535 - Meter Readers

Total Employees in Job Group: 79

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	8.37	8.37	8.84	8.84
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			8.37		8.84
Current Utilization			16.45		2.53

Standard Deviations

Underutilized (2 Standard Deviation)

-2.59

No *

1.97

Yes *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,WPP - FirstEnergy, West Penn Power

Job Group: 0610 - Sr. Craft

Total Employees in Job Group: 302

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	5.08	5.08	1.66	1.66
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			5.08		1.66
Current Utilization			1.32		2.31

Standard Deviations 2.97 -0.88
Underutilized (2 Standard Deviation) Yes No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE.WPP - FirstEnergy, West Penn Power

Job Group: 0620 - Entry Craft

Total Employees in Job Group: 33

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	3.82	3.82	1.21	1.21
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			3.82		1.21
Current Utilization			0.00		3.03

Standard Deviations

Underutilized (2 Standard Deviation)

1.14
Yes *

-0.96
No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,WPP - FirstEnergy, West Penn Power

Job Group: 0710 - Operatives

Total Employees in Job Group: 31

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	0.00	0.00	0.00	0.00
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			0.00		0.00
Current Utilization			0.00		6.45

Standard Deviations 0.00 0.00
 Underutilized (2 Standard Deviation) No * No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE.WPP - FirstEnergy, West Penn Power

Job Group: 0011 - Executives

Total Employees in Job Group: 1

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area	100.00	15.49	15.49	4.89	4.89	1.55	1.55	1.86	1.86	0.21	0.21	1.06	1.06	0.01	0.01	0.18	0.18
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability		15.49		4.89		1.55		1.86		0.21		1.06		0.01		0.18	
Current Utilization		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00	

Standard Deviations

0.42 0.24 0.15 0.18 0.00 0.10 0.00 0.00

Underutilized (2 Standard Deviation)

No * No * No * No * No * No * No * No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,WPP - FirstEnergy, West Penn Power

Job Group: 0121 - Managers

Total Employees in Job Group: 23

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area	100.00	18.22	18.22	9.75	9.75	4.37	4.37	1.91	1.91	0.42	0.42	2.53	2.53	0.00	0.00	0.23	0.23
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			18.22		9.75		4.37		1.91		0.42		2.53		0.00		0.23
Current Utilization			8.69		4.34		0.00		0.00		0.00		0.00		4.34		0.00

Standard Deviations	1.18	0.87	1.02	0.66	0.32	0.77	0.00	0.23
Underutilized (2 Standard Deviation)	Yes *	Yes *	Yes *	No *	No *	No *	No *	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE.WPP - FirstEnergy, West Penn Power

Job Group: 0131 - Supervisors

Total Employees In Job Group: 72

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>		<i>Black</i>		<i>Asian</i>		<i>Native American</i>		<i>Hispanic</i>		<i>Pacific Islander</i>		<i>Two or more races</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	20.21	20.21	10.91	10.91	6.07	6.07	1.08	1.08	0.34	0.34	2.74	2.74	0.00	0.00	0.20	0.20
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			20.21		10.91		6.07		1.08		0.34		2.74		0.00		0.20
Current Utilization			11.11		1.38		1.38		0.00		0.00		0.00		0.00		0.00

Standard Deviations	1.92	2.59	1.66	0.89	0.49	1.42	0.00	0.38
Underutilized (2 Standard Deviation)	No	Yes *	Yes *	No *	No *	Yes *	No *	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,WPP - FirstEnergy, West Penn Power

Job Group: 0221 - Sr. Professional - Engineering

Total Employees in Job Group: 20

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>		<i>Black</i>		<i>Asian</i>		<i>Native American</i>		<i>Hispanic</i>		<i>Pacific Islander</i>		<i>Two or more races</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	7.67	7.67	11.73	11.73	3.54	3.54	6.28	6.28	0.15	0.15	1.31	1.31	0.02	0.02	0.25	0.25
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability		7.67		11.73		3.54		6.28		0.15		1.31		0.02		0.25	
Current Utilization		15.00		10.00		5.00		5.00		0.00		0.00		0.00		0.00	

Standard Deviations -1.23 0.24 -0.35 0.23 0.21 0.52 0.00 0.25
Underutilized (2 Standard Deviation) No * No * No * No * No * No * No * No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,WPP - FirstEnergy, West Penn Power

Job Group: 0223 - Professional - Engineering

Total Employees In Job Group: 4

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>		<i>Black</i>		<i>Asian</i>		<i>Native American</i>		<i>Hispanic</i>		<i>Pacific Islander</i>		<i>Two or more races</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	8.58	8.58	13.21	13.21	5.36	5.36	5.76	5.76	0.18	0.18	1.50	1.50	0.05	0.05	0.30	0.30
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability		8.58		13.21		5.36		5.76		0.18		1.50		0.05		0.30	
Current Utilization		0.00		25.00		0.00		0.00		0.00		25.00		0.00		0.00	

Standard Deviations	0.61	-0.70	0.47	0.50	0.00	-4.20	0.00	0.12
Underutilized (2 Standard Deviation)	No *	No *	No *	No *	No *	No *	No *	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,WPP - FirstEnergy, West Penn Power

Job Group: 0231 - Sr. Professional - Business

Total Employees in Job Group: 9

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area	100.00	56.20	56.20	12.50	12.50	7.65	7.65	0.99	0.99	0.31	0.31	2.73	2.73	0.32	0.32	0.36	0.36
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability		56.20		12.50		7.65		0.99		0.31		2.73		0.32		0.36	
Current Utilization		44.44		0.00		0.00		0.00		0.00		0.00		0.00		0.00	

Standard Deviations	0.71	1.13	0.86	0.31	0.19	0.51	0.20	0.18
Underutilized (2 Standard Deviation)	Yes *	Yes *	No *	No *	No *	No *	No *	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,WPP - FirstEnergy, West Penn Power

Job Group: 0233 - Professional - Business

Total Employees in Job Group: 3

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>		<i>Black</i>		<i>Asian</i>		<i>Native American</i>		<i>Hispanic</i>		<i>Pacific Islander</i>		<i>Two or more races</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	47.52	47.52	13.41	13.41	8.45	8.45	1.02	1.02	0.46	0.46	2.86	2.86	0.01	0.01	0.49	0.49
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability		47.52		13.41		8.45		1.02		0.46		2.86		0.01		0.49	
Current Utilization		33.33		0.00		0.00		0.00		0.00		0.00		0.00		0.00	

Standard Deviations	0.49	0.68	0.52	0.17	0.13	0.30	0.00	0.14
Underutilized (2 Standard Deviation)	No *	No *	No *	No *	No *	No *	No *	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,WPP - FirstEnergy, West Penn Power

Job Group: 0331 - Sr. Technician - Other

Total Employees in Job Group: 96

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area	100.00	46.26	46.26	0.23	0.23	0.00	0.00	0.13	0.13	0.05	0.05	0.04	0.04	0.00	0.00	0.00	0.00
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability		46.26		0.23		0.00		0.13		0.05		0.04		0.00		0.00	
Current Utilization		18.75		2.08		2.08		0.00		0.00		0.00		0.00		0.00	

Standard Deviations	5.40	-3.78	0.00	0.36	0.24	0.22	0.00	0.00
Underutilized (2 Standard Deviation)	Yes	No *	No *	No *	No *	No *	No *	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,WPP - FirstEnergy, West Penn Power

Job Group: 0333 - Technician - Other

Total Employees in Job Group: 14

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>		<i>Black</i>		<i>Asian</i>		<i>Native American</i>		<i>Hispanic</i>		<i>Pacific Islander</i>		<i>Two or more races</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	18.51	18.51	2.34	2.34	1.75	1.75	0.00	0.00	0.00	0.00	0.58	0.58	0.00	0.00	0.00	0.00
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability		18.51		2.34		1.75		0.00		0.00		0.58		0.00		0.00	
Current Utilization		14.28		0.00		0.00		0.00		0.00		0.00		0.00		0.00	

Standard Deviations 0.40 0.58 0.50 0.00 0.00 0.28 0.00 0.00

Underutilized (2 Standard Deviation) No * No * No * No * No * No * No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,WPP - FirstEnergy, West Penn Power

Job Group: 0531 - Sr. Clerical

Total Employees In Job Group: 38

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>		<i>Black</i>		<i>Asian</i>		<i>Native American</i>		<i>Hispanic</i>		<i>Pacific Islander</i>		<i>Two or more races</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite Skills in Recruitment Area	100.00	97.79	97.79	2.46	2.46	1.30	1.30	0.13	0.13	0.16	0.16	0.66	0.66	0.00	0.00	0.11	0.11
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability		97.79		2.46		1.30		0.13		0.16		0.66		0.00		0.11	
Current Utilization		100.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00	

Standard Deviations -0.92 0.97 0.71 0.24 0.24 0.51 0.00 0.20
Underutilized (2 Standard Deviation) No * No * No * No * No * No * No * No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,WPP - FirstEnergy, West Penn Power

Job Group: 0533 - Clerical

Total Employees in Job Group: 10

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area	100.00	85.47	85.47	2.19	2.19	1.08	1.08	0.00	0.00	0.04	0.04	0.88	0.88	0.00	0.00	0.15	0.15
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability		85.47		2.19		1.08		0.00		0.04		0.88		0.00		0.15	
Current Utilization		100.00		10.00		10.00		0.00		0.00		0.00		0.00		0.00	

Standard Deviations	-1.30	-1.70	-2.82	0.00	0.00	0.31	0.00	0.15
Underutilized (2 Standard Deviation)	No *	No *	No *	No *	No *	No *	No *	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE, WPP - FirstEnergy, West Penn Power

Job Group: 0535 - Meter Readers

Total Employees in Job Group: 79

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area	100.00	8.37	8.37	8.84	8.84	8.84	8.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability		8.37		8.84		8.84		0.00		0.00		0.00		0.00		0.00	
Current Utilization		16.45		2.53		2.53		0.00		0.00		0.00		0.00		0.00	
Standard Deviations		-2.59		1.97		1.97		0.00		0.00		0.00		0.00		0.00	
Underutilized (2 Standard Deviation)		No *		Yes *		Yes *		No *		No *		No *		No *		No *	

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,WPP - FirstEnergy, West Penn Power

Job Group: 0610 - Sr. Craft

Total Employees In Job Group: 302

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area	100.00	5.08	5.08	1.66	1.66	0.21	0.21	0.00	0.00	0.00	0.00	1.45	1.45	0.00	0.00	0.00	0.00
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability		5.08		1.66		0.21		0.00		0.00		1.45		0.00		0.00	
Current Utilization		1.32		2.31		1.65		0.00		0.00		0.33		0.33		0.00	

Standard Deviations	2.97	-0.88	-5.47	0.00	0.00	1.62	0.00	0.00
Underutilized (2 Standard Deviation)	Yes	No *	No *	No *	No *	Yes *	No *	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

**First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012**

Plan: FE,WPP - FirstEnergy, West Penn Power

Job Group: 0620 - Entry Craft

Total Employees In Job Group: 33

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area	100.00	3.82	3.82	1.21	1.21	0.00	0.00	0.00	0.00	0.00	0.00	1.21	1.21	0.00	0.00	0.00	0.00
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability		3.82		1.21		0.00		0.00		0.00		1.21		0.00		0.00	
Current Utilization		0.00		3.03		3.03		0.00		0.00		0.00		0.00		0.00	

Standard Deviations	1.14	-0.96	0.00	0.00	0.00	0.63	0.00	0.00
Underutilized (2 Standard Deviation)	Yes *	No *	No *	No *	No *	No *	No *	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

First Energy
Incumbency vs. Availability
Analysis Data as of 01/01/2012

Plan: FE,WPP - FirstEnergy, West Penn Power

Job Group: 0710 - Operatives

Total Employees in Job Group: 31

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00	
Current Utilization		0.00		6.45		6.45		0.00		0.00		0.00		0.00		0.00	

Standard Deviations

Underutilized (2 Standard Deviation)

0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
No *	No *	No *	No *	No *	No *	No *	No *	No *	No *

* Small group identified by Rule of Nine; Alternate test selected is Shortfall in Persons with a threshold of 1.00

CENSUS CODES and JOB TITLES

ATTACHMENT 3

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,ME - FirstEnergy, Metropolitan Edison

Job Group: 0011 - Executives

Census Code and Description

Job Title

001 - Chief Executives

Reg Pres, Met-Ed

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,ME - FirstEnergy, Metropolitan Edison
Job Group: 0121 - Managers

<i>Census Code and Description</i>	<i>Job Title</i>
002 - General and Operations Managers	Dir, Ops Support Gen Mgr, Reg Oper Svcs Mgr, Customer Support Mgr, Meter Reading
013 - Human Resources Managers	Mgr, Human Resources
030 - Engineering Managers	Dir, Ops Services Dir, Ops Support Mgr, Dist System Operations Mgr, Engineering Svcs Mgr, Support Svcs
043 - Managers, All Other	ED Claims Manager Mgr, Meter Svcs
612 - Forest and Conservation Workers	Mgr, Forestry Svcs
700 - Frst-Line Spv/Mgr Mech/Install/Repairers	Mgr, Operations Svcs Mgr, Reg Fleet Svcs Mgr, Substation Svcs

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,ME - FirstEnergy, Metropolitan Edison

Job Group: 0131 - Supervisors

Census Code and Description

Job Title

030 - Engineering Managers

Supv, Dist System Operations
 Supv, ED Project/Portfolio Mgmt
 Supv, Engineering Svcs

070 - Logisticians

Supv, Reg Storeroom

073 - Other Business Operations Specialists

Adv Dist Spec Supv

500 - First-Line Spv/Mgrs Off/Admin Sppt Wkrs

Supv, Reg Meter Reading

700 - Frst-Line Spv/Mgr Mech/Install/Repairers

Gen Supv, Reg Substation Svcs
 Supv, Reg Facilities
 Supv, Reg Operations Line&Sub, West
 Supv, Reg Operations West
 Supv, Reliability & Asset Mgmt

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,ME - FirstEnergy, Metropolitan Edison

Job Group: 0221 - Sr. Professional - Engineering

Census Code and Description

Job Title

141 - Electrical and Electronics Engineers

Adv Engineer

Sr Engineer

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,ME - FirstEnergy, Metropolitan Edison

Job Group: 0223 - Professional - Engineering

<i>Census Code and Description</i>	<i>Job Title</i>
141 - Electrical and Electronics Engineers	Engineer

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,ME - FirstEnergy, Metropolitan Edison

Job Group: 0231 - Sr. Professional - Business

Census Code and Description

Job Title

062 - HR/Training/Labor Relations Specialists

Adv HR Representative

Sr HR Representative

143 - Indust Engs, Including Health and Safety

Sr Safety Representative

524 - Customer Service Representatives

Adv Customer Svc Specialist

Sr Customer Svc Specialist

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,ME - FirstEnergy, Metropolitan Edison
Job Group: 0233 - Professional - Business

<i>Census Code and Description</i>	<i>Job Title</i>
054 - Claims Adj/Appraisers/Examiners/Invest	Assoc Claims Rep
062 - HR/Training/Labor Relations Specialists	Asst HR Representative
070 - Logisticians	Material Control Specialist
071 - Management Analysts	Assoc Business Analyst Business Analyst
524 - Customer Service Representatives	Customer Svc Specialist
570 - Secretaries and Administrative Assts	Executive Assistant, VP

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,ME - FirstEnergy, Metropolitan Edison
Job Group: 0321 - Sr. Technician - Engineering

<i>Census Code and Description</i>	<i>Job Title</i>
155 - Engineering Technicians, Except Drafters	Distribution Designer Distribution Designer III Mapping Technician Sr

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,ME - FirstEnergy, Metropolitan Edison
Job Group: 0323 - Technician - Engineering

<i>Census Code and Description</i>	<i>Job Title</i>
155 - Engineering Technicians, Except Drafters	Distribution Designer II
	Mapping Technician I
	Mapping Technician II

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,ME - FirstEnergy, Metropolitan Edison
Job Group: 0331 - Sr. Technician - Other

Census Code and Description

Job Title

073 - Other Business Operations Specialists

Adv Dist Specialist
Distribution Specialist
Sr Distribution Specialist

155 - Engineering Technicians, Except Drafters

Assoc Reg Dist System Operator, West
Reg Dist System Operator, West
Sr Reg Dist System Operator, West

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,ME - FirstEnergy, Metropolitan Edison
Job Group: 0333 - Technician - Other

Census Code and Description

Job Title

073 - Other Business Operations Specialists

Assoc Distribution Spec

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,ME - FirstEnergy, Metropolitan Edison
Job Group: 0531 - Sr. Clerical

<i>Census Code and Description</i>	<i>Job Title</i>
542 - Information and Record Clerks, All Other	Clerk Clerk Int Sr
570 - Secretaries and Administrative Assts	Executive Assistant

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,ME - FirstEnergy, Metropolitan Edison

Job Group: 0533 - Clerical

Census Code and Description

Job Title

524 - Customer Service Representatives

Customer Svc Assoc

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,ME - FirstEnergy, Metropolitan Edison
Job Group: 0535 - Meter Readers

Census Code and Description

Job Title

553 - Meter Readers, Utilities

Meter Reader

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,ME - FirstEnergy, Metropolitan Edison
Job Group: 0610 - Sr. Craft

<i>Census Code and Description</i>	<i>Job Title</i>
561 - Shipping, Receiving, and Traffic Clerks	Storekeeper Storekeeper Sr
710 - Elect/Electron Reprs Ind/Util/Transp Eqp	Field Tester 1st Cl Field Tester Chief Relay Technician Relay Technician Sr Test Technician Sr UC&M Man 1st Class
721 - Bus/Truck Mech and Diesel Engine Spclst	Certified Mechanic Mechanic Chief
734 - Maintenance and Repair Workers, General	Repairman 1st Cl Bld
741 - Electrcl Power-Line Installers/Repairers	EHV Chief - HS EHV Lineman - HS Lead Lineman - HS Lineman 1st Class - HS Service Man - HS Service Man - HS (relief) UC&M 1st Class UC&M Chief UC&M Leader Util Man 1st Cl Utility Man 1st Class
975 - Msc Mtrl Mov Wkrs Inc Tank/Trck/Ship Ldr	Special Equipment Operator III

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,ME - FirstEnergy, Metropolitan Edison
Job Group: 0620 - Entry Craft

<i>Census Code and Description</i>	<i>Job Title</i>
710 - Elect/Electron Reprs Ind/Util/Transp Eqp	Field Tester 2nd CI (2nd Yr) Field Tester Single Phase
741 - Electrcl Power-Line Installers/Repairers	Lineman Apprentice (3rd Yr) Lineman Apprentice (4th Yr) UC&M Apprentice (3rd Yr) UC&M Apprentice (4th Yr)

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,ME - FirstEnergy, Metropolitan Edison

Job Group: 0710 - Operatives

Census Code and Description

Job Title

560 - Prodtn, Planning, and Expediting Clrks

Material Handler

741 - Electrcl Power-Line Installers/Repairers

Util Man 2nd Cl

761 - Helpers--Install/Maint/Repair Workers

Field Auditor

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,ME - FirstEnergy, Metropolitan Edison

Job Group: 0920 - Service Workers - Other

Census Code and Description

Job Title

422 - Janitors and Building Cleaners

Janitor A

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,PN - FirstEnergy, Penelec

Job Group: 0011 - Executives

Census Code and Description

Job Title

001 - Chief Executives

Reg Pres, Penelec

**First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012**

Plan: FE,PN - FirstEnergy, Penelec
Job Group: 0121 - Managers

<i>Census Code and Description</i>	<i>Job Title</i>
002 - General and Operations Managers	Dir, Ops Support Gen Mgr, Reg Oper Svcs Mgr, Customer Support Mgr, Meter Reading
013 - Human Resources Managers	Mgr, Human Resources
030 - Engineering Managers	Dir, Ops Services Dir, Ops Support Mgr, Dist System Operations Mgr, Engineering Svcs Mgr, Support Svcs
043 - Managers, All Other	ED Claims Manager Mgr, Meter Svcs
612 - Forest and Conservation Workers	Mgr, Forestry Svcs
700 - Frst-Line Spv/Mgr Mech/Install/Repairers	Mgr, Operations Svcs Mgr, Reg Fleet Svcs Mgr, Substation Svcs

**First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012**

Plan: FE,PN - FirstEnergy, Penelec

Job Group: 0131 - Supervisors

Census Code and Description

Job Title

030 - Engineering Managers

Supv, Dist System Operations

Supv, Engineering Svcs

070 - Logisticians

Supv, Reg Storeroom

073 - Other Business Operations Specialists

Adv Dist Spec Supv

500 - First-Line Spv/Mgrs Off/Admin Sppt Wkrs

Gen Supv, Meter Reading

Supv, Reg Meter Reading

700 - Frst-Line Spv/Mgr Mech/Install/Repairers

Gen Supv, Engineering Svcs

Gen Supv, Reg Substation Svcs

Supv, Reg Facilities

Supv, Reg Operations Line&Sub, West

Supv, Reg Operations West

**First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012**

Plan: FE,PN - FirstEnergy, Penelec
Job Group: 0221 - Sr. Professional - Engineering

<i>Census Code and Description</i>	<i>Job Title</i>
141 - Electrical and Electronics Engineers	Adv Engineer Sr Engineer

**First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012**

Plan: FE,PN - FirstEnergy, Penelec
Job Group: 0223 - Professional - Engineering

<i>Census Code and Description</i>	<i>Job Title</i>
141 - Electrical and Electronics Engineers	Engineer

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,PN - FirstEnergy, Penelec
Job Group: 0231 - Sr. Professional - Business

<i>Census Code and Description</i>	<i>Job Title</i>
054 - Claims Adj/Appraisers/Examiners/Invest	Adv Claims Representative
062 - HR/Training/Labor Relations Specialists	Adv HR Representative
071 - Management Analysts	Adv Business Analyst
143 - Indust Engs, Including Health and Safety	Sr Safety Representative
524 - Customer Service Representatives	Adv Customer Svc Specialist Sr Customer Svc Specialist

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,PN - FirstEnergy, Penelec
Job Group: 0233 - Professional - Business

<i>Census Code and Description</i>	<i>Job Title</i>
070 - Logisticians	Material Control Specialist
071 - Management Analysts	Business Analyst
524 - Customer Service Representatives	Assoc Cust Svc Specialist Customer Svc Specialist
570 - Secretaries and Administrative Assts	Executive Assistant, VP

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,PN - FirstEnergy, Penelec
Job Group: 0321 - Sr. Technician - Engineering

<i>Census Code and Description</i>	<i>Job Title</i>
155 - Engineering Technicians, Except Drafters	Layout Technician

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,PN - FirstEnergy, Penelec
Job Group: 0331 - Sr. Technician - Other

Census Code and Description

Job Title

073 - Other Business Operations Specialists

Adv Dist Specialist
Distribution Specialist
Sr Distribution Specialist

155 - Engineering Technicians, Except Drafters

Assoc Reg Dist System Operator, West
Reg Dist System Operator, West
Sr Reg Dist System Operator, West

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,PN - FirstEnergy, Penelec
Job Group: 0333 - Technician - Other

Census Code and Description

Job Title

073 - Other Business Operations Specialists

Assoc Distribution Spec

Asst Distribution Spec

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,PN - FirstEnergy, Penelec

Job Group: 0531 - Sr. Clerical

Census Code and Description

Job Title

524 - Customer Service Representatives

Adv Customer Svc Assoc
Customers Svc Clerk
Sr Customer Svc Assoc

536 - HR Assts, Excpt Payroll and Timekeeping

Sr Human Resources Assoc

542 - Information and Record Clerks, All Other

Inter Sr Clk-All Dpt
Operating Clerk

570 - Secretaries and Administrative Assts

Adv Admin Assistant
Sr Admin Assistant

593 - Office/Admin Support Workers, All Other

Adv Distribution Associate
Sr Distribution Associate

**First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012**

Plan: FE,PN - FirstEnergy, Penelec

Job Group: 0533 - Clerical

Census Code and Description

Job Title

593 - Office/Admin Support Workers, All Other

Distribution Associate

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,PN - FirstEnergy, Penelec

Job Group: 0535 - Meter Readers

Census Code and Description

Job Title

553 - Meter Readers, Utilities

Dist Repr-Chief

District Repr

Meter Reader

Meter Reader A

Meter Reader Chief-A

Meter Reader Coll

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,PN - FirstEnergy, Penelec

Job Group: 0610 - Sr. Craft

<i>Census Code and Description</i>	<i>Job Title</i>
561 - Shipping, Receiving, and Traffic Clerks	Chief Storekeeper Senior Storekeeper Storekeeper
710 - Elect/Electron Reprs Ind/Util/Transp Eqp	Field Tester Field Tester Chief Field Tester Sr Meter - A Meter Leader Relay Technician Relay Technician Senior
721 - Bus/Truck Mech and Diesel Engine Spclst	Garage Mech 1st Cl Master Mech-Chief Master Mechanic Master Mechanic Chief Mechanic Mechanic Chief-1 Skl
734 - Maintenance and Repair Workers, General	Reg Fac Cons & Maint
741 - Electrcl Power-Line Installers/Repairers	EI Eq C&M EI Eq C&M Sr Lead LC&M Lead Network C&M Line C&M Line Leader Lineman-A Substation Electrician - A Substation Electrician Leader Substation Electrician Senior

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,PN - FirstEnergy, Penelec
Job Group: 0620 - Entry Craft

<i>Census Code and Description</i>	<i>Job Title</i>
561 - Shipping, Receiving, and Traffic Clerks	Storerm Detail Atten Storeroom Attendant
710 - Elect/Electron Reprs Ind/Util/Transp Eqp	Field Tester A Meter - B Meter Installer
741 - Electrcl Power-Line Installers/Repairers	El Eq C&M-A El Eq C&M-B General C&M A Line C&M A Line C&M B Lineman-B Lineman-C Substation Electrician - B Substation Electrician - C

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,PN - FirstEnergy, Penelec
Job Group: 0710 - Operatives

<i>Census Code and Description</i>	<i>Job Title</i>
561 - Shipping, Receiving, and Traffic Clerks	GUP Stores
734 - Maintenance and Repair Workers, General	GUP Bldg Maint
761 - Helpers—Install/Maint/Repair Workers	Operations Utility Worker Util Wkr-Oprg Dpt-AI Utility Wkr - Project Crew Utility Wkr Oper Dpt Utility Wkr-Floater Utility Worker
960 - Industrial Truck and Tractor Operators	Heavy Equip Operator

**First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012**

Plan: FE,PN - FirstEnergy, Penelec
Job Group: 0920 - Service Workers - Other

<i>Census Code and Description</i>	<i>Job Title</i>
422 - Janitors and Building Cleaners	Bldg Maint Worker

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,PP - FirstEnergy, Penn Power
Job Group: 121 - 121

<i>Census Code and Description</i>	<i>Job Title</i>
002 - General and Operations Managers	Gen Mgr, Reg Ops Svcs
700 - Frst-Line Spv/Mgr Mech/Install/Repairers	Mgr, Operations Svcs Mgr, Substation Svcs

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,PP - FirstEnergy, Penn Power
Job Group: 131 - 131

<i>Census Code and Description</i>	<i>Job Title</i>
030 - Engineering Managers	Supv, Engineering Svcs
073 - Other Business Operations Specialists	Adv Dist Spec Supv
500 - First-Line Spv/Mgrs Off/Admin Sppt Wkrs	Supv, Operations Supv, Reg Meter Reading
700 - Frst-Line Spv/Mgr Mech/Install/Repairers	Supv, Reg Operations Line&Sub, West Supv, Reg Operations West

**First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012**

Plan: FE,PP - FirstEnergy, Penn Power
Job Group: 221 - 221

<i>Census Code and Description</i>	<i>Job Title</i>
141 - Electrical and Electronics Engineers	Adv Engineer

**First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012**

Plan: FE,PP - FirstEnergy, Penn Power

Job Group: 223 - 223

Census Code and Description

Job Title

141 - Electrical and Electronics Engineers

Engineer

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,PP - FirstEnergy, Penn Power
Job Group: 231 - 231

<i>Census Code and Description</i>	<i>Job Title</i>
524 - Customer Service Representatives	Adv Customer Svc Specialist Sr Customer Svc Specialist

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,PP - FirstEnergy, Penn Power
Job Group: 233 - 233

Census Code and Description

Job Title

524 - Customer Service Representatives

Assoc Cust Svc Specialist
Asst Cust Svc Specialist
Customer Svc Specialist

**First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012**

Plan: FE,PP - FirstEnergy, Penn Power
Job Group: 331 - 331

<i>Census Code and Description</i>	<i>Job Title</i>
073 - Other Business Operations Specialists	Adv Dist Specialist Distribution Specialist Sr Distribution Specialist

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,PP - FirstEnergy, Penn Power
Job Group: 333 - 333

Census Code and Description
073 - Other Business Operations Specialists

Job Title
Assoc Distribution Spec
Asst Distribution Spec

**First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012**

Plan: FE,PP - FirstEnergy, Penn Power
Job Group: 531 - 531

<i>Census Code and Description</i>	<i>Job Title</i>
524 - Customer Service Representatives	Adv Customer Svc Assoc
570 - Secretaries and Administrative Assts	Adv Admin Assistant
593 - Office/Admin Support Workers, All Other	Adv Distribution Associate

**First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012**

Plan: FE,PP - FirstEnergy, Penn Power

Job Group: 535 - 535

Census Code and Description

Job Title

553 - Meter Readers, Utilities

Meter Reader

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,PP - FirstEnergy, Penn Power

Job Group: 610 - 610

Census Code and Description

Job Title

710 - Elect/Electron Reprs Ind/Util/Transp Eqp

Doble Tester
 Electrical Mechanic A
 Electrical Mechanic Leader
 Meterman/Meterwoman A
 Meterman/Meterwoman Leader
 Relay Tester
 Substation Inspector

721 - Bus/Truck Mech and Diesel Engine Spclst

Equipment Mech A
 Garage Equip Mechanic Leader

741 - Electrcl Power-Line Installers/Repairers

Line Leader
 Line Troubleshooter
 Lineman/woman A
 Transmission Maint A
 Transmission Mtce Leader

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,PP - FirstEnergy, Penn Power
Job Group: 620 - 620

<i>Census Code and Description</i>	<i>Job Title</i>
710 - Elect/Electron Reprs Ind/Util/Transp Eqp	Electrical Mechanic B Meterman/Meterwoman B Meterman/Meterwoman C Shop Repair Mechanic Shop Repair Mech
734 - Maintenance and Repair Workers, General	Building Maintenance Mech
741 - Electrcl Power-Line Installers/Repairers	Lineman/woman B

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,WPP - FirstEnergy, West Penn Power

Job Group: 0011 - Executives

Census Code and Description

Job Title

001 - Chief Executives

Regional President West Penn Power

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,WPP - FirstEnergy, West Penn Power

Job Group: 0121 - Managers

<i>Census Code and Description</i>	<i>Job Title</i>
002 - General and Operations Managers	Special Assignment
013 - Human Resources Managers	Manager Human Resources
030 - Engineering Managers	Dir Ops Services Dir Ops Support GM Reg Oper Support GM Reg Oper Svcs GM Warehousing and Logistics
043 - Managers, All Other	Manager Claims
141 - Electrical and Electronics Engineers	Manager Engineering Services
500 - First-Line Spv/Mgrs Off/Admin Sppt Wkrs	Acting Manager, Meter Reading Manager Customer Support Manager Meter Services
612 - Forest and Conservation Workers	Manager Forestry Services
700 - Frst-Line Spv/Mgr Mech/Install/Repairers	Acting Manager, Reg Fleet and Facilities Manager Operations Services Mgr Operations Svcs Mgr Substation Svcs North Mgr Substation Svcs South

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,WPP - FirstEnergy, West Penn Power
Job Group: 0131 - Supervisors

<i>Census Code and Description</i>	<i>Job Title</i>
030 - Engineering Managers	Supv Engineering Services Supv Engineering Services (Plan & Prot) Supv Engineering Services (Project)
073 - Other Business Operations Specialists	Adv Dist Spec Supervisor GM Distribution Eng Supv Distribution Sys Ops
500 - First-Line Spv/Mgrs Off/Admin Sppt Wkrs	Supv Reg Meter Reading Supv Reg Operations Meter Services
700 - Frst-Line Spv/Mgr Mech/Install/Repairers	Sup Reg Operations Lines Supv Reg Operations Controls Supv Reg Operations Fleet West Supv Reg Operations Substations Supv Stores Supv Transportation Supv Warehouse

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,WPP - FirstEnergy, West Penn Power

Job Group: 0221 - Sr. Professional - Engineering

<i>Census Code and Description</i>	<i>Job Title</i>
141 - Electrical and Electronics Engineers	Adv Engineer
	Senior Engineer
	Sr Engineer

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,WPP - FirstEnergy, West Penn Power

Job Group: 0223 - Professional - Engineering

Census Code and Description

Job Title

141 - Electrical and Electronics Engineers

Engineer

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE.WPP - FirstEnergy, West Penn Power

Job Group: 0231 - Sr. Professional - Business

Census Code and Description

Job Title

054 - Claims Adj/Appraisers/Examiners/Invest

Adv Claims Representative

Asst Claims Representative

524 - Customer Service Representatives

Adv Customer Svc Specialist

Sr Customer Svc Specialist

710 - Elect/Electron Reprs Ind/Util/Transp Eqp

Adv Environmental Spec

Adv Transmission Specialist

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,WPP - FirstEnergy, West Penn Power

Job Group: 0233 - Professional - Business

Census Code and Description

Job Title

062 - HR/Training/Labor Relations Specialists

Asst HR Representative

524 - Customer Service Representatives

Assoc Cust Svc Specialist

710 - Elect/Electron Reprs Ind/Util/Transp Eqp

Analyst Reliability

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE.WPP - FirstEnergy, West Penn Power
Job Group: 0331 - Sr. Technician - Other

Census Code and Description

Job Title

073 - Other Business Operations Specialists

Adv Dist Specialist
Adv Distribution Specialist
Assoc Distribution Specialist
Distribution Specialist
Reg Dist System Operator West
Sr Distribution Specialist
Sr Reg Dist System Operator W

155 - Engineering Technicians, Except Drafters

Distribution System Operator - Trainee

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,WPP - FirstEnergy, West Penn Power

Job Group: 0333 - Technician - Other

Census Code and Description

Job Title

073 - Other Business Operations Specialists

Assoc Distribution Spec
Assoc Distribution Specialist
Asst Distribution Specialist

710 - Elect/Electron Reprs Ind/Util/Transp Eqp

Control Repairman A
Control Repairman C
Control Technician

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,WPP - FirstEnergy, West Penn Power

Job Group: 0531 - Sr. Clerical

<i>Census Code and Description</i>	<i>Job Title</i>
570 - Secretaries and Administrative Assts	Adv Admin Assistant
	Adv Administrative Assistant
	Executive Assistant Leadership
	Sr Admin Assistant
	Sr Administrative Assistant

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,WPP - FirstEnergy, West Penn Power

Job Group: 0533 - Clerical

Census Code and Description

Job Title

073 - Other Business Operations Specialists

Distribution Associate

552 - Dispatchers

Distribution Dispatcher

570 - Secretaries and Administrative Assts

Admin Assistant

Administrative Assistant

Executive Assistant

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,WPP - FirstEnergy, West Penn Power
Job Group: 0535 - Meter Readers

Census Code and Description

Job Title

553 - Meter Readers, Utilities

Meter Reader A

Meter Reader B

Read Only Meter Reader

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,WPP - FirstEnergy, West Penn Power
Job Group: 0610 - Sr. Craft

<i>Census Code and Description</i>	<i>Job Title</i>
710 - Elect/Electron Reprs Ind/Util/Transp Eqp	Meter Technician A
	Meter Technician A 0102
	SS Crew Leader Maintenance
	SS Electrician A
	SS System Electrician A
	Utilityman A
721 - Bus/Truck Mech and Diesel Engine Spclst	Building Mechanic A
	Chief Garage Mechanic
	Garage Mechanic A
	Garage Mechanic A 0102
741 - Electrc Power-Line Installers/Repairers	Lead Lineman
	Lineman A
	Serviceman A
	Serviceman B
	Serviceman C
	System Transmission Crew Lead LineWorker
	System Transmission Crew Lineworker A

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE.WPP - FirstEnergy, West Penn Power

Job Group: 0620 - Entry Craft

Census Code and Description

Job Title

710 - Elect/Electron Reprs Ind/Util/Transp Eqp

Meter Technician B

Meter Technician C

SS Electrician B

SS Electrician C

SS System Electrician B

SS System Electrician C

Utilityman B

721 - Bus/Truck Mech and Diesel Engine Spclst

Garage Mechanic B

741 - Electrcl Power-Line Installers/Repairers

Serviceman Apprentice

First Energy
Census Codes and Job Titles
Analysis Data as of 01/01/2012

Plan: FE,WPP - FirstEnergy, West Penn Power
Job Group: 0710 - Operatives

Census Code and Description

Job Title

710 - Elect/Electron Reprs Ind/Util/Transp Eqp

Retail Delivery Driver
Retail Delivery Specialist - A
Retail Delivery Specialist A
Storekeeper A

REASONABLE RECRUITMENT LABOR
AREA

ATTACHMENT 4

First Energy
Reasonable Recruitment Labor Area Distributions
Analysis Data as of 01/01/2012

Plan: FE,ME - FirstEnergy, Metropolitan Edison

<i>Job Group and Description</i>	<i>Location and Description</i>	<i>Area</i>	<i>Area Distribution Percent</i>
0011 - Executives	RDGI - Reading-Pottsville Pk	Pennsylvania	50.00
		Reading, PA MSA	25.00
		United States	25.00
0121 - Managers	BET1 - Bethel	Pennsylvania	50.00
		Reading, PA MSA	25.00
		United States	25.00
	BOY1 - Boyertown	Pennsylvania	50.00
		Reading, PA MSA	25.00
		United States	25.00
	EST1 - Easton	Allentown-Bethlehem-Easton, PA MSA	25.00
		Pennsylvania	50.00
		United States	25.00
	HAN1 - Hanover	Pennsylvania	50.00
		United States	25.00
		York, PA MSA	25.00
	LEB1 - Lebanon	Harrisburg-Lebanon-Carlisle, PA MSA	25.00
		Pennsylvania	50.00
		United States	25.00
	RDGI - Reading-Pottsville Pk	Pennsylvania	50.00
		Reading, PA MSA	25.00
		United States	25.00
YOR1 - York	Pennsylvania	50.00	
	United States	25.00	
	York, PA MSA	25.00	
0131 - Supervisors	BET1 - Bethel	Pennsylvania	50.00
		Reading, PA MSA	25.00
		United States	25.00
	BOY1 - Boyertown	Pennsylvania	50.00

First Energy
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Plan: FE,ME - FirstEnergy, Metropolitan Edison

<i>Job Group and Description</i>	<i>Location and Description</i>	<i>Area</i>	<i>Area Distribution Percent</i>
		Reading, PA MSA	25.00
		United States	25.00
	DIL1 - Dillsburg	Pennsylvania	50.00
		United States	25.00
		York, PA MSA	25.00
	EST1 - Easton	Allentown-Bethlehem-Easton, PA MSA	25.00
		Pennsylvania	50.00
		United States	25.00
	GET1 - Gettysburg	Adams, PA	25.00
		Pennsylvania	50.00
		United States	25.00
	HAM1 - Hamburg	Pennsylvania	50.00
		Reading, PA MSA	25.00
		United States	25.00
	HAN1 - Hanover	Pennsylvania	50.00
		United States	25.00
		York, PA MSA	25.00
	LEB1 - Lebanon	Harrisburg-Lebanon-Carlisle, PA MSA	25.00
		Pennsylvania	50.00
		United States	25.00
	RDGI - Reading-Pottsville Pk	Pennsylvania	50.00
		Reading, PA MSA	25.00
		United States	25.00
	STR1 - Stroudsburg	Monroe+Pike, PA	25.00
		Pennsylvania	50.00
		United States	25.00
	YOR1 - York	Pennsylvania	50.00
		United States	25.00
		York, PA MSA	25.00

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<i>Job Group and Description</i>	<i>Location and Description</i>	<i>Area</i>	<i>Area Distribution Percent</i>
0221 - Sr. Professional - Engineering	RDGI - Reading-Pottsville Pk	Pennsylvania	25.00
		Reading, PA MSA	50.00
		United States	25.00
	YOR1 - York	Pennsylvania	25.00
		United States	25.00
		York, PA MSA	50.00
0223 - Professional - Engineering	RDGI - Reading-Pottsville Pk	Pennsylvania	25.00
		Reading, PA MSA	50.00
		United States	25.00
0231 - Sr. Professional - Business	BOY1 - Boyertown	Pennsylvania	25.00
		Reading, PA MSA	50.00
		United States	25.00
	RDGI - Reading-Pottsville Pk	Pennsylvania	25.00
		Reading, PA MSA	50.00
		United States	25.00
	YOR1 - York	Pennsylvania	25.00
		United States	25.00
		York, PA MSA	50.00
0233 - Professional - Business	BET1 - Bethel	Pennsylvania	25.00
		Reading, PA MSA	50.00
		United States	25.00
	RDGI - Reading-Pottsville Pk	Pennsylvania	25.00
		Reading, PA MSA	50.00
		United States	25.00
0321 - Sr. Technician - Engineering	BOY1 - Boyertown	Reading, PA MSA	100.00
	DIL1 - Dillsburg	York, PA MSA	100.00

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<i>Job Group and Description</i>	<i>Location and Description</i>	<i>Area</i>	<i>Area Distribution Percent</i>
	EST1 - Easton	Allentown-Bethlehem-Easton, PA MSA	100.00
	HAM1 - Hamburg	Reading, PA MSA	100.00
	HAN1 - Hanover	York, PA MSA	100.00
	LEB1 - Lebanon	Harrisburg-Lebanon-Carlisle, PA MSA	100.00
	RDGI - Reading-Pottsville Pk	Reading, PA MSA	100.00
	STR1 - Stroudsburg	Monroe+Pike, PA	100.00
	YOR1 - York	York, PA MSA	100.00
0323 - Technician - Engineering	EST1 - Easton	Allentown-Bethlehem-Easton, PA MSA	100.00
	RDGI - Reading-Pottsville Pk	Reading, PA MSA	100.00
	YOR1 - York	York, PA MSA	100.00
0331 - Sr. Technician - Other	EST1 - Easton	Allentown-Bethlehem-Easton, PA MSA	100.00
	RDGI - Reading-Pottsville Pk	Reading, PA MSA	100.00
	STR1 - Stroudsburg	Monroe+Pike, PA	100.00
	YOR1 - York	York, PA MSA	100.00
0333 - Technician - Other	BOY1 - Boyertown	Reading, PA MSA	100.00
	EST1 - Easton	Allentown-Bethlehem-Easton, PA MSA	100.00
	HAN1 - Hanover	York, PA MSA	100.00
	LEB1 - Lebanon	Harrisburg-Lebanon-Carlisle, PA MSA	100.00
	RDGI - Reading-Pottsville Pk	Reading, PA MSA	100.00
	YOR1 - York	York, PA MSA	100.00
0531 - Sr. Clerical	EST1 - Easton	Allentown-Bethlehem-Easton, PA MSA	100.00

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<i>Job Group and Description</i>	<i>Location and Description</i>	<i>Area</i>	<i>Area Distribution Percent</i>
	LEB1 - Lebanon	Harrisburg-Lebanon-Carlisle, PA MSA	100.00
	RDGI - Reading-Pottsville Pk	Reading, PA MSA	100.00
	YOR1 - York	York, PA MSA	100.00
0533 - Clerical	RDGI - Reading-Pottsville Pk	Reading, PA MSA	100.00
0535 - Meter Readers	BOY1 - Boyertown	Reading, PA MSA	100.00
	DIL1 - Dillsburg	York, PA MSA	100.00
	EST1 - Easton	Allentown-Bethlehem-Easton, PA MSA	100.00
	GET1 - Gettysburg	Adams, PA	100.00
	HAM1 - Hamburg	Reading, PA MSA	100.00
	HAN1 - Hanover	York, PA MSA	100.00
	LEB1 - Lebanon	Harrisburg-Lebanon-Carlisle, PA MSA	100.00
	RDGI - Reading-Pottsville Pk	Reading, PA MSA	100.00
	STR1 - Stroudsburg	Monroe+Pike, PA	100.00
	YOR1 - York	York, PA MSA	100.00
0610 - Sr. Craft	BET1 - Bethel	Reading, PA MSA	100.00
	BOY1 - Boyertown	Reading, PA MSA	100.00
	DIL1 - Dillsburg	York, PA MSA	100.00
	EST1 - Easton	Allentown-Bethlehem-Easton, PA MSA	100.00
	GET1 - Gettysburg	Adams, PA	100.00
	HAM1 - Hamburg	Reading, PA MSA	100.00
	HAN1 - Hanover	York, PA MSA	100.00

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<i>Job Group and Description</i>	<i>Location and Description</i>	<i>Area</i>	<i>Area Distribution Percent</i>
	LEB1 - Lebanon	Harrisburg-Lebanon-Carlisle, PA MSA	100.00
	MI01 - Middletown Office	Harrisburg-Lebanon-Carlisle, PA MSA	100.00
	RDGI - Reading-Pottsville Pk	Reading, PA MSA	100.00
	STR1 - Stroudsburg	Monroe+Pike, PA	100.00
	YOR1 - York	York, PA MSA	100.00
0620 - Entry Craft	BOY1 - Boyertown	Reading, PA MSA	100.00
	EST1 - Easton	Allentown-Bethlehem-Easton, PA MSA	100.00
	HAM1 - Hamburg	Reading, PA MSA	100.00
	HAN1 - Hanover	York, PA MSA	100.00
	LEB1 - Lebanon	Harrisburg-Lebanon-Carlisle, PA MSA	100.00
	RDGI - Reading-Pottsville Pk	Reading, PA MSA	100.00
	STR1 - Stroudsburg	Monroe+Pike, PA	100.00
	YOR1 - York	York, PA MSA	100.00
0710 - Operatives	BET1 - Bethel	Reading, PA MSA	100.00
	BOY1 - Boyertown	Reading, PA MSA	100.00
	EST1 - Easton	Allentown-Bethlehem-Easton, PA MSA	100.00
	LEB1 - Lebanon	Harrisburg-Lebanon-Carlisle, PA MSA	100.00
	RDGI - Reading-Pottsville Pk	Reading, PA MSA	100.00
	YOR1 - York	York, PA MSA	100.00
0920 - Service Workers - Other	LEB1 - Lebanon	Harrisburg-Lebanon-Carlisle, PA MSA	100.00

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<i>Job Group and Description</i>	<i>Location and Description</i>	<i>Area</i>	<i>Area Distribution Percent</i>
0011 - Executives	ERI1 - Erie	Erie, PA MSA	25.00
		Pennsylvania	50.00
		United States	25.00
0121 - Managers	ALT1 - Altoona	Altoona, PA MSA	25.00
		Pennsylvania	50.00
		United States	25.00
	CLE1 - Clearfield	Clearfield, PA	25.00
		Pennsylvania	50.00
		United States	25.00
	ERI1 - Erie	Erie, PA MSA	25.00
		Pennsylvania	50.00
		United States	25.00
	JHN1 - Johnstown-Richland	Johnstown, PA MSA	25.00
		Pennsylvania	50.00
		United States	25.00
	LEW2 - Lewistown	Huntingdon+Juniata+Mifflin, PA	25.00
		Pennsylvania	50.00
		United States	25.00
MAN1 - Mansfield-PA	Clinton+Potter+Tioga, PA	25.00	
	Pennsylvania	50.00	
	United States	25.00	
MEA1 - Meadville	Crawford, PA	25.00	
	Pennsylvania	50.00	
	United States	25.00	
TWD1 - Towanda	Bradford+Sullivan, PA	25.00	
	Pennsylvania	50.00	
	United States	25.00	
0131 - Supervisors	ALT1 - Altoona	Altoona, PA MSA	25.00

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<i>Job Group and Description</i>	<i>Location and Description</i>	<i>Area</i>	<i>Area Distribution Percent</i>
		Pennsylvania	50.00
		United States	25.00
BED1 - Bedford		Bedford+Fulton, PA	25.00
		Pennsylvania	50.00
		United States	25.00
BRA1 - Bradford		McKean and surrounding cos, PA	25.00
		Pennsylvania	50.00
		United States	25.00
CLE1 - Clearfield		Clearfield, PA	25.00
		Pennsylvania	50.00
		United States	25.00
DUB1 - Du Bois		Clearfield, PA	25.00
		Pennsylvania	50.00
		United States	25.00
EBE1 - Ebensburg		Johnstown, PA MSA	25.00
		Pennsylvania	50.00
		United States	25.00
ER11 - Erie		Erie, PA MSA	25.00
		Pennsylvania	50.00
		United States	25.00
HUN1 - Huntingdon		Huntingdon+Juniata+Mifflin, PA	25.00
		Pennsylvania	50.00
		United States	25.00
IND1 - Indiana		Indiana, PA	25.00
		Pennsylvania	50.00
		United States	25.00
JHN1 - Johnstown-Richland		Johnstown, PA MSA	25.00
		Pennsylvania	50.00
		United States	25.00
LEW2 - Lewistown		Huntingdon+Juniata+Mifflin, PA	25.00

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<i>Job Group and Description</i>	<i>Location and Description</i>	<i>Area</i>	<i>Area Distribution Percent</i>
		Pennsylvania	50.00
		United States	25.00
MAN1 - Mansfield-PA		Clinton+Potter+Tioga, PA	25.00
		Pennsylvania	50.00
		United States	25.00
MEA1 - Meadville		Crawford, PA	25.00
		Pennsylvania	50.00
		United States	25.00
MON1 - Montrose		Pennsylvania	50.00
		Susquehanna+Wayne, PA	25.00
		United States	25.00
OIL1 - Oil City		Pennsylvania	50.00
		United States	25.00
		Venango, PA	25.00
PBG1 - Philipsburg-PA		Pennsylvania	50.00
		State College, PA MSA	25.00
		United States	25.00
SAY1 - Sayre		Bradford+Sullivan, PA	25.00
		Pennsylvania	50.00
		United States	25.00
SHI1 - Shippensburg		Harrisburg-Lebanon-Carlisle, PA MSA	25.00
		Pennsylvania	50.00
		United States	25.00
SOM1 - Somerset		Johnstown, PA MSA	25.00
		Pennsylvania	50.00
		United States	25.00
TUN1 - Tunkhannock		Pennsylvania	50.00
		Scranton-Wilkes-Barre-Hazleton, PA MSA	25.00
		United States	25.00
TWD1 - Towanda		Bradford+Sullivan, PA	25.00

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<i>Job Group and Description</i>	<i>Location and Description</i>	<i>Area</i>	<i>Area Distribution Percent</i>
		Pennsylvania	50.00
		United States	25.00
	WAR1 - Warren-PA	McKean and surrounding cos, PA	25.00
		Pennsylvania	50.00
		United States	25.00
0221 - Sr. Professional - Engineering	ALT1 - Altoona	Altoona, PA MSA	50.00
		Pennsylvania	25.00
		United States	25.00
	JHN1 - Johnstown-Richland	Johnstown, PA MSA	50.00
		Pennsylvania	25.00
		United States	25.00
	JOH1 - Johnstown-Broad Street	Johnstown, PA MSA	50.00
		Pennsylvania	25.00
		United States	25.00
	OIL1 - Oil City	Pennsylvania	25.00
		United States	25.00
		Venango, PA	50.00
	TUN1 - Tunkhannock	Pennsylvania	25.00
		Scranton-Wilkes-Barre-Hazleton, PA MSA	50.00
		United States	25.00
0223 - Professional - Engineering	CLE1 - Clearfield	Clearfield, PA	50.00
		Pennsylvania	25.00
		United States	25.00
	ERI1 - Erie	Erie, PA MSA	50.00
		Pennsylvania	25.00
		United States	25.00
	JHN1 - Johnstown-Richland	Johnstown, PA MSA	50.00
		Pennsylvania	25.00

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<i>Job Group and Description</i>	<i>Location and Description</i>	<i>Area</i>	<i>Area Distribution Percent</i>
		United States	25.00
0231 - Sr. Professional - Business	ALT1 - Altoona	Altoona, PA MSA	50.00
		Pennsylvania	25.00
		United States	25.00
	BED1 - Bedford	Bedford+Fulton, PA	50.00
		Pennsylvania	25.00
		United States	25.00
	CLE1 - Clearfield	Clearfield, PA	50.00
		Pennsylvania	25.00
		United States	25.00
	DUB1 - Du Bois	Clearfield, PA	50.00
		Pennsylvania	25.00
		United States	25.00
	ER11 - Erie	Erie, PA MSA	50.00
		Pennsylvania	25.00
		United States	25.00
JHN1 - Johnstown-Richland	Johnstown, PA MSA	50.00	
	Pennsylvania	25.00	
	United States	25.00	
0233 - Professional - Business	ALT1 - Altoona	Altoona, PA MSA	50.00
		Pennsylvania	25.00
		United States	25.00
	ER11 - Erie	Erie, PA MSA	50.00
		Pennsylvania	25.00
		United States	25.00
	JHN1 - Johnstown-Richland	Johnstown, PA MSA	50.00
		Pennsylvania	25.00
		United States	25.00

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<i>Job Group and Description</i>	<i>Location and Description</i>	<i>Area</i>	<i>Area Distribution Percent</i>
0321 - Sr. Technician - Engineering	ALT1 - Altoona	Altoona, PA MSA	100.00
	BED1 - Bedford	Bedford+Fulton, PA	100.00
	EBE1 - Ebensburg	Johnstown, PA MSA	100.00
	HUN1 - Huntingdon	Huntingdon+Juniata+Mifflin, PA	100.00
	LEW2 - Lewistown	Huntingdon+Juniata+Mifflin, PA	100.00
	SHI1 - Shippensburg	Harrisburg-Lebanon-Carlisle, PA MSA	100.00
0331 - Sr. Technician - Other	ALT1 - Altoona	Altoona, PA MSA	100.00
	CLE1 - Clearfield	Clearfield, PA	100.00
	DUB1 - Du Bois	Clearfield, PA	100.00
	ERI1 - Erie	Erie, PA MSA	100.00
	HUN1 - Huntingdon	Huntingdon+Juniata+Mifflin, PA	100.00
	IND1 - Indiana	Indiana, PA	100.00
	JHN1 - Johnstown-Richland	Johnstown, PA MSA	100.00
	MAN1 - Mansfield-PA	Clinton+Potter+Tioga, PA	100.00
	MEA1 - Meadville	Crawford, PA	100.00
	MON1 - Montrose	Susquehanna+Wayne, PA	100.00
	OIL1 - Oil City	Venango, PA	100.00
	PBG1 - Philipsburg-PA	State College, PA MSA	100.00
	SAY1 - Sayre	Bradford+Sullivan, PA	100.00
	TUN1 - Tunkhannock	Scranton-Wilkes-Barre-Hazleton, PA MSA	100.00
	TWD1 - Towanda	Bradford+Sullivan, PA	100.00
	WAR1 - Warren-PA	McKean and surrounding cos, PA	100.00

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<i>Job Group and Description</i>	<i>Location and Description</i>	<i>Area</i>	<i>Area Distribution Percent</i>
0333 - Technician - Other	ALT1 - Altoona	Altoona, PA MSA	100.00
	BRA1 - Bradford	McKean and surrounding cos, PA	100.00
	ERI1 - Erie	Erie, PA MSA	100.00
	JHN1 - Johnstown-Richland	Johnstown, PA MSA	100.00
	OIL1 - Oil City	Venango, PA	100.00
	SOM1 - Somerset	Johnstown, PA MSA	100.00
	WAR1 - Warren-PA	McKean and surrounding cos, PA	100.00
0531 - Sr. Clerical	ALT1 - Altoona	Altoona, PA MSA	100.00
	DUB1 - Du Bois	Clearfield, PA	100.00
	EBE1 - Ebensburg	Johnstown, PA MSA	100.00
	ERI1 - Erie	Erie, PA MSA	100.00
	HUN1 - Huntingdon	Huntingdon+Juniata+Mifflin, PA	100.00
	JHN1 - Johnstown-Richland	Johnstown, PA MSA	100.00
	MAN1 - Mansfield-PA	Clinton+Potter+Tioga, PA	100.00
	MEA1 - Meadville	Crawford, PA	100.00
	OIL1 - Oil City	Venango, PA	100.00
	PBG1 - Philipsburg-PA	State College, PA MSA	100.00
	SOM1 - Somerset	Johnstown, PA MSA	100.00
	TWD1 - Towanda	Bradford+Sullivan, PA	100.00
	WAR1 - Warren-PA	McKean and surrounding cos, PA	100.00
0533 - Clerical	BRA1 - Bradford	McKean and surrounding cos, PA	100.00

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<i>Job Group and Description</i>	<i>Location and Description</i>	<i>Area</i>	<i>Area Distribution Percent</i>
	ERI1 - Erie	Erie, PA MSA	100.00
0535 - Meter Readers	ALT1 - Altoona	Altoona, PA MSA	100.00
	BED1 - Bedford	Bedford+Fulton, PA	100.00
	BRA1 - Bradford	McKean and surrounding cos, PA	100.00
	CLE1 - Clearfield	Clearfield, PA	100.00
	DUB1 - Du Bois	Clearfield, PA	100.00
	EBE1 - Ebensburg	Johnstown, PA MSA	100.00
	ERI1 - Erie	Erie, PA MSA	100.00
	HUN1 - Huntingdon	Huntingdon+Juniata+Mifflin, PA	100.00
	IND1 - Indiana	Indiana, PA	100.00
	JHN1 - Johnstown-Richland	Johnstown, PA MSA	100.00
	LEW2 - Lewistown	Huntingdon+Juniata+Mifflin, PA	100.00
	MAN1 - Mansfield-PA	Clinton+Potter+Tioga, PA	100.00
	MEA1 - Meadville	Crawford, PA	100.00
	MON1 - Montrose	Susquehanna+Wayne, PA	100.00
	OIL1 - Oil City	Venango, PA	100.00
	PBG1 - Philipsburg-PA	State College, PA MSA	100.00
	PR01 - Preston Park	Susquehanna+Wayne, PA	100.00
	PUN1 - Punxsutawney	Clarion+Jefferson, PA	100.00
	SAX1 - Saxton	Bedford+Fulton, PA	100.00
	SAY1 - Sayre	Bradford+Sullivan, PA	100.00
	SHI1 - Shippensburg	Harrisburg-Lebanon-Carlisle, PA MSA	100.00

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<i>Job Group and Description</i>	<i>Location and Description</i>	<i>Area</i>	<i>Area Distribution Percent</i>
	SOM1 - Somerset	Johnstown, PA MSA	100.00
	TUN1 - Tunkhannock	Scranton-Wilkes-Barre-Hazleton, PA MSA	100.00
	TWD1 - Towanda	Bradford+Sullivan, PA	100.00
	WAR1 - Warren-PA	McKean and surrounding cos, PA	100.00
	WES2 - Westfield	Clinton+Potter+Tioga, PA	100.00
0610 - Sr. Craft	ALT1 - Altoona	Altoona, PA MSA	100.00
	BED1 - Bedford	Bedford+Fulton, PA	100.00
	BRA1 - Bradford	McKean and surrounding cos, PA	100.00
	CLE1 - Clearfield	Clearfield, PA	100.00
	DRY1 - Dry Run	Franklin, PA	100.00
	DUB1 - Du Bois	Clearfield, PA	100.00
	EBE1 - Ebensburg	Johnstown, PA MSA	100.00
	ERI1 - Erie	Erie, PA MSA	100.00
	HUN1 - Huntingdon	Huntingdon+Juniata+Mifflin, PA	100.00
	IND1 - Indiana	Indiana, PA	100.00
	JHN1 - Johnstown-Richland	Johnstown, PA MSA	100.00
	LEW2 - Lewistown	Huntingdon+Juniata+Mifflin, PA	100.00
	MAN1 - Mansfield-PA	Clinton+Potter+Tioga, PA	100.00
	MEA1 - Meadville	Crawford, PA	100.00
	MON1 - Montrose	Susquehanna+Wayne, PA	100.00
	OIL1 - Oil City	Venango, PA	100.00
	PBG1 - Philipsburg-PA	State College, PA MSA	100.00

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<i>Job Group and Description</i>	<i>Location and Description</i>	<i>Area</i>	<i>Area Distribution Percent</i>
	PUN1 - Punxsutawney	Clarion+Jefferson, PA	100.00
	SAY1 - Sayre	Bradford+Sullivan, PA	100.00
	SHI1 - Shippensburg	Harrisburg-Lebanon-Carlisle, PA MSA	100.00
	SOM1 - Somerset	Johnstown, PA MSA	100.00
	TUN1 - Tunkhannock	Scranton-Wilkes-Barre-Hazleton, PA MSA	100.00
	TWD1 - Towanda	Bradford+Sullivan, PA	100.00
	WAR1 - Warren-PA	McKean and surrounding cos, PA	100.00
	WES2 - Westfield	Clinton+Potter+Tioga, PA	100.00
0620 - Entry Craft	ALT1 - Altoona	Altoona, PA MSA	100.00
	BED1 - Bedford	Bedford+Fulton, PA	100.00
	BRA1 - Bradford	McKean and surrounding cos, PA	100.00
	CLE1 - Clearfield	Clearfield, PA	100.00
	DUB1 - Du Bois	Clearfield, PA	100.00
	EBE1 - Ebensburg	Johnstown, PA MSA	100.00
	ERI1 - Erie	Erie, PA MSA	100.00
	HUN1 - Huntingdon	Huntingdon+Juniata+Mifflin, PA	100.00
	IND1 - Indiana	Indiana, PA	100.00
	JHN1 - Johnstown-Richland	Johnstown, PA MSA	100.00
	LEW2 - Lewistown	Huntingdon+Juniata+Mifflin, PA	100.00
	MON1 - Montrose	Susquehanna+Wayne, PA	100.00
	OIL1 - Oil City	Venango, PA	100.00
	PUN1 - Punxsutawney	Clarion+Jefferson, PA	100.00

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Reasonable Recruitment Labor Area Distributions
Analysis Data as of 01/01/2012

Plan: FE,PN - FirstEnergy, Penelec

<i>Job Group and Description</i>	<i>Location and Description</i>	<i>Area</i>	<i>Area Distribution Percent</i>
	SHI1 - Shippensburg	Harrisburg-Lebanon-Carlisle, PA MSA	100.00
	SOM1 - Somerset	Johnstown, PA MSA	100.00
	TWD1 - Towanda	Bradford+Sullivan, PA	100.00
	WAR1 - Warren-PA	McKean and surrounding cos, PA	100.00
0710 - Operatives	ALT1 - Altoona	Altoona, PA MSA	100.00
	BED1 - Bedford	Bedford+Fulton, PA	100.00
	BRA1 - Bradford	McKean and surrounding cos, PA	100.00
	CLE1 - Clearfield	Clearfield, PA	100.00
	DUB1 - Du Bois	Clearfield, PA	100.00
	ERI1 - Erie	Erie, PA MSA	100.00
	HUN1 - Huntingdon	Huntingdon+Juniata+Mifflin, PA	100.00
	IND1 - Indiana	Indiana, PA	100.00
	JHN1 - Johnstown-Richland	Johnstown, PA MSA	100.00
	LEW2 - Lewistown	Huntingdon+Juniata+Mifflin, PA	100.00
	MAN1 - Mansfield-PA	Clinton+Potter+Tioga, PA	100.00
	MEA1 - Meadville	Crawford, PA	100.00
	MON1 - Montrose	Susquehanna+Wayne, PA	100.00
	OIL1 - Oil City	Venango, PA	100.00
	PBG1 - Philipsburg-PA	State College, PA MSA	100.00
	SHI1 - Shippensburg	Harrisburg-Lebanon-Carlisle, PA MSA	100.00
	SOM1 - Somerset	Johnstown, PA MSA	100.00
	TUN1 - Tunkhannock	Scranton-Wilkes-Barre-Hazleton, PA MSA	100.00

First Energy
Reasonable Recruitment Labor Area Distributions
Analysis Data as of 01/01/2012

Plan: FE,PN - FirstEnergy, Penelec

<i>Job Group and Description</i>	<i>Location and Description</i>	<i>Area</i>	<i>Area Distribution Percent</i>
	TWD1 - Towanda	Bradford+Sullivan, PA	100.00
	WAR1 - Warren-PA	McKean and surrounding cos, PA	100.00
0920 - Service Workers - Other	ALT1 - Altoona	Altoona, PA MSA	100.00

First Energy
Reasonable Recruitment Labor Area Distributions
Analysis Data as of 01/01/2012

Plan: FE,PP - FirstEnergy, Penn Power

<i>Job Group and Description</i>	<i>Location and Description</i>	<i>Area</i>	<i>Area Distribution Percent</i>
121 - 121	CL02 - Clark Service Building	United States	100.00
	NE05 - New Castle Service Building	United States	100.00
	NE07 - New Castle Substation Shop	United States	100.00
	ZE01 - Cranberry Area Service Bldg	United States	100.00
131 - 131	CL02 - Clark Service Building	United States	100.00
	NE03 - New Castle Customer Center	United States	100.00
	NE05 - New Castle Service Building	United States	100.00
	NE07 - New Castle Substation Shop	United States	100.00
	ZE01 - Cranberry Area Service Bldg	United States	100.00
221 - 221	CL02 - Clark Service Building	United States	100.00
223 - 223	CL02 - Clark Service Building	United States	100.00
231 - 231	CL02 - Clark Service Building	United States	100.00
	ZE01 - Cranberry Area Service Bldg	United States	100.00
233 - 233	CL02 - Clark Service Building	United States	100.00
	NE03 - New Castle Customer Center	United States	100.00
331 - 331	CL02 - Clark Service Building	United States	100.00
	NE05 - New Castle Service Building	United States	100.00
	NE07 - New Castle Substation Shop	United States	100.00
	ZE01 - Cranberry Area Service Bldg	United States	100.00

First Energy
Reasonable Recruitment Labor Area Distributions
Analysis Data as of 01/01/2012

Plan: FE,PP - FirstEnergy, Penn Power

<i>Job Group and Description</i>	<i>Location and Description</i>	<i>Area</i>	<i>Area Distribution Percent</i>
333 - 333	CL02 - Clark Service Building	United States	100.00
	NE05 - New Castle Service Building	United States	100.00
	ZE01 - Cranberry Area Service Bldg	United States	100.00
531 - 531	CL02 - Clark Service Building	United States	100.00
	NE03 - New Castle Customer Center	United States	100.00
	NE05 - New Castle Service Building	United States	100.00
	NE07 - New Castle Substation Shop	United States	100.00
	ZE01 - Cranberry Area Service Bldg	United States	100.00
535 - 535	CL02 - Clark Service Building	United States	100.00
	HA01 - Hartstown Line Shop	United States	100.00
	NE05 - New Castle Service Building	United States	100.00
	ZE01 - Cranberry Area Service Bldg	United States	100.00
610 - 610	CL02 - Clark Service Building	United States	100.00
	GR02 - Grove-McDowell Line Shop	United States	100.00
	HA01 - Hartstown Line Shop	United States	100.00
	NE05 - New Castle Service Building	United States	100.00
	NE07 - New Castle Substation Shop	United States	100.00
	ZE01 - Cranberry Area Service Bldg	United States	100.00
620 - 620	CL02 - Clark Service Building	United States	100.00
	NE05 - New Castle Service Building	United States	100.00

First Energy
Reasonable Recruitment Labor Area Distributions
Analysis Data as of 01/01/2012

Plan: FE,PP - FirstEnergy, Penn Power

<i>Job Group and Description</i>	<i>Location and Description</i>	<i>Area</i>	<i>Area Distribution Percent</i>
	NE07 - New Castle Substation Shop	United States	100.00
	ZE01 - Cranberry Area Service Bldg	United States	100.00

First Energy
Reasonable Recruitment Labor Area Distributions
Analysis Data as of 01/01/2012

Plan: FE,WPP - FirstEnergy, West Penn Power

<i>Job Group and Description</i>	<i>Location and Description</i>	<i>Area</i>	<i>Area Distribution Percent</i>
0011 - Executives	GR03 - Greensburg Corporate Center	Pennsylvania	50.00
		United States	25.00
		Westmoreland, PA	25.00
0121 - Managers	AD02 - Armstrong Power Station	Armstrong, PA	25.00
		Pennsylvania	50.00
		United States	25.00
	CO05 - Mitchell Power Station	Pennsylvania	50.00
		United States	25.00
		Washington, PA	25.00
	GR03 - Greensburg Corporate Center	Pennsylvania	50.00
		United States	25.00
		Westmoreland, PA	25.00
	JE01 - Jeannette Service Center	Pennsylvania	50.00
		United States	25.00
		Westmoreland, PA	25.00
WI05 - R. Paul Smith Power Station	Hagerstown, MD PMSA	25.00	
	Maryland	50.00	
	United States	25.00	
0131 - Supervisors	AD02 - Armstrong Power Station	Armstrong, PA	25.00
		Pennsylvania	50.00
		United States	25.00
	CO03 - Connellsville-West Side	Fayette+Greene, PA	25.00
		Pennsylvania	50.00
		United States	25.00
	CO05 - Mitchell Power Station	Pennsylvania	50.00
		United States	25.00
		Washington, PA	25.00
	FA01 - Fairmont-MonPower-Transmission	Marion, WV	25.00

First Energy
Reasonable Recruitment Labor Area Distributions
Analysis Data as of 01/01/2012

Plan: FE,WPP - FirstEnergy, West Penn Power

<i>Job Group and Description</i>	<i>Location and Description</i>	<i>Area</i>	<i>Area Distribution Percent</i>
		United States	25.00
		West Virginia	50.00
	FR01 - Frederick Service Center	Maryland	50.00
		United States	25.00
		Washington, DC-MD-VA-WV PMSA	25.00
	GR03 - Greensburg Corporate Center	Pennsylvania	50.00
		United States	25.00
		Westmoreland, PA	25.00
	JE01 - Jeannette Service Center	Pennsylvania	50.00
		United States	25.00
		Westmoreland, PA	25.00
	WI01 - Williamsport Service Center	Hagerstown, MD PMSA	25.00
		Maryland	50.00
		United States	25.00
	WI05 - R. Paul Smith Power Station	Hagerstown, MD PMSA	25.00
		Maryland	50.00
		United States	25.00
0221 - Sr. Professional - Engineering	AD02 - Armstrong Power Station	Armstrong, PA	50.00
		Pennsylvania	25.00
		United States	25.00
	CO05 - Mitchell Power Station	Pennsylvania	25.00
		United States	25.00
		Washington, PA	50.00
	GR03 - Greensburg Corporate Center	Pennsylvania	25.00
		United States	25.00
		Westmoreland, PA	50.00
	JE01 - Jeannette Service Center	Pennsylvania	25.00
		United States	25.00
		Westmoreland, PA	50.00

First Energy
Reasonable Recruitment Labor Area Distributions
Analysis Data as of 01/01/2012

Plan: FE,WPP - FirstEnergy, West Penn Power

<i>Job Group and Description</i>	<i>Location and Description</i>	<i>Area</i>	<i>Area Distribution Percent</i>
	WI05 - R. Paul Smith Power Station	Hagerstown, MD PMSA	50.00
		Maryland	25.00
		United States	25.00
0223 - Professional - Engineering	AD02 - Armstrong Power Station	Armstrong, PA	50.00
		Pennsylvania	25.00
		United States	25.00
	GR03 - Greensburg Corporate Center	Pennsylvania	25.00
		United States	25.00
		Westmoreland, PA	50.00
	WI05 - R. Paul Smith Power Station	Hagerstown, MD PMSA	50.00
		Maryland	25.00
		United States	25.00
0231 - Sr. Professional - Business	AD02 - Armstrong Power Station	Armstrong, PA	50.00
		Pennsylvania	25.00
		United States	25.00
	GR03 - Greensburg Corporate Center	Pennsylvania	25.00
		United States	25.00
		Westmoreland, PA	50.00
	JE01 - Jeannette Service Center	Pennsylvania	25.00
		United States	25.00
		Westmoreland, PA	50.00
0233 - Professional - Business	GR03 - Greensburg Corporate Center	Pennsylvania	25.00
		United States	25.00
		Westmoreland, PA	50.00
	JE01 - Jeannette Service Center	Pennsylvania	25.00
		United States	25.00
		Westmoreland, PA	50.00

First Energy
Reasonable Recruitment Labor Area Distributions
Analysis Data as of 01/01/2012

Plan: FE,WPP - FirstEnergy, West Penn Power

<i>Job Group and Description</i>	<i>Location and Description</i>	<i>Area</i>	<i>Area Distribution Percent</i>
	WI01 - Williamsport Service Center	Hagerstown, MD PMSA	50.00
		Maryland	25.00
		United States	25.00
0331 - Sr. Technician - Other	AD02 - Armstrong Power Station	Armstrong, PA	100.00
	CO03 - Connellsville-West Side	Fayette+Greene, PA	100.00
	CO05 - Mitchell Power Station	Washington, PA	100.00
	FA01 - Fairmont-MonPower-Transmission	Marion, WV	100.00
	GR03 - Greensburg Corporate Center	Westmoreland, PA	100.00
	JE01 - Jeannette Service Center	Westmoreland, PA	100.00
	WI05 - R. Paul Smith Power Station	Hagerstown, MD PMSA	100.00
0333 - Technician - Other	AD02 - Armstrong Power Station	Armstrong, PA	100.00
	CO03 - Connellsville-West Side	Fayette+Greene, PA	100.00
	CO05 - Mitchell Power Station	Washington, PA	100.00
	FR01 - Frederick Service Center	Washington, DC-MD-VA-WV PMSA	100.00
	GR03 - Greensburg Corporate Center	Westmoreland, PA	100.00
	JE01 - Jeannette Service Center	Westmoreland, PA	100.00
0531 - Sr. Clerical	AD02 - Armstrong Power Station	Armstrong, PA	100.00
	CO05 - Mitchell Power Station	Washington, PA	100.00
	FA01 - Fairmont-MonPower-Transmission	Marion, WV	100.00
	GR03 - Greensburg Corporate Center	Westmoreland, PA	100.00
	JE01 - Jeannette Service Center	Westmoreland, PA	100.00
	WI01 - Williamsport Service Center	Hagerstown, MD PMSA	100.00

First Energy
Reasonable Recruitment Labor Area Distributions
Analysis Data as of 01/01/2012

Plan: FE,WPP - FirstEnergy, West Penn Power

<i>Job Group and Description</i>	<i>Location and Description</i>	<i>Area</i>	<i>Area Distribution Percent</i>
	WI05 - R. Paul Smith Power Station	Hagerstown, MD PMSA	100.00
0533 - Clerical	AD02 - Armstrong Power Station	Armstrong, PA	100.00
	CO03 - Connellsville-West Side	Fayette+Greene, PA	100.00
	GR03 - Greensburg Corporate Center	Westmoreland, PA	100.00
	JE01 - Jeannette Service Center	Westmoreland, PA	100.00
0535 - Meter Readers	AD02 - Armstrong Power Station	Armstrong, PA	100.00
	CO05 - Mitchell Power Station	Washington, PA	100.00
	FA01 - Fairmont-MonPower-Transmission	Marion, WV	100.00
	JE01 - Jeannette Service Center	Westmoreland, PA	100.00
	WI05 - R. Paul Smith Power Station	Hagerstown, MD PMSA	100.00
0610 - Sr. Craft	AD02 - Armstrong Power Station	Armstrong, PA	100.00
	CO03 - Connellsville-West Side	Fayette+Greene, PA	100.00
	CO05 - Mitchell Power Station	Washington, PA	100.00
	FA01 - Fairmont-MonPower-Transmission	Marion, WV	100.00
	GR03 - Greensburg Corporate Center	Westmoreland, PA	100.00
	JE01 - Jeannette Service Center	Westmoreland, PA	100.00
	WI05 - R. Paul Smith Power Station	Hagerstown, MD PMSA	100.00
0620 - Entry Craft	AD02 - Armstrong Power Station	Armstrong, PA	100.00
	FA01 - Fairmont-MonPower-Transmission	Marion, WV	100.00
	JE01 - Jeannette Service Center	Westmoreland, PA	100.00

First Energy
Reasonable Recruitment Labor Area Distributions
Analysis Data as of 01/01/2012

Plan: FE,WPP - FirstEnergy, West Penn Power

<i>Job Group and Description</i>	<i>Location and Description</i>	<i>Area</i>	<i>Area Distribution Percent</i>
	WI05 - R. Paul Smith Power Station	Hagerstown, MD PMSA	100.00
0710 - Operatives	AD02 - Armstrong Power Station	Armstrong, PA	100.00
	CO03 - Connellsville-West Side	Fayette+Greene, PA	100.00
	WI01 - Williamsport Service Center	Hagerstown, MD PMSA	100.00



REPORT ON DIVERSITY TO THE PENNSYLVANIA
PUBLIC UTILITY COMMISSION

PROCUREMENT SECTION

03/30/2012

PART 1 - NARRATIVE

This Annual Report is submitted by FirstEnergy Corp. (“FirstEnergy”) on behalf of Metropolitan Edison Company, Pennsylvania Electric Company, Pennsylvania Power Company and West Penn Power Company, the four Pennsylvania based public utility operating companies of FirstEnergy.

In February 2011, FirstEnergy merged with Allegheny Energy, Inc. The 2011 Tier I and Tier II spend data reported in this submittal is reflective of the combined company. Spend is reported on a company-wide basis and includes FirstEnergy’s Energy Delivery, Fossil Generation and Nuclear business segments.

FirstEnergy is committed to its continued development of a successful Supplier Diversity Program. It is the policy of FirstEnergy to continually increase the diversity of our supplier base in the procurement of materials, equipment, and services. FirstEnergy is committed to providing equitable opportunity to all suppliers to compete for such contracts.

The objective of FirstEnergy's Supplier Diversity Program is to provide and encourage business opportunities with small businesses (SB) and Minority Business Enterprises (MBE), Women-owned Business Enterprises (WBE) and Disabled-owned Business Enterprises (DBE), collectively referred to herein as “Diverse Suppliers.” Specifically, the goals are to increase participation by Diverse Suppliers in FirstEnergy’s supplier base; increase bid participation by Diverse Suppliers in the bid process; and increase dollars spent on materials, equipment, and services with Diverse Suppliers. To accomplish these goals, FirstEnergy actively seeks to identify and maintain qualified Diverse Suppliers in areas where there is limited or no participation by MBE, WBE or DBE suppliers, and by promoting open lines of communication between FirstEnergy and our suppliers and organizations.

The Manager, Supplier Diversity & Contracts in FirstEnergy’s Supply Chain is responsible for the Supplier Diversity Program, working with Supply Chain staff and employees involved in the Procurement process to ensure results. The Manager, Supplier Diversity & Contracts reports directly to the Director, Supply Chain Planning & Contracts. The Director, Supply Chain Planning and Contracts reports to the Vice President of Supply Chain.

FirstEnergy employees are responsible for supporting the objectives of the Supplier Diversity Program. Any employee authorized to spend or commit funds is responsible for adhering to the program.

FirstEnergy is dedicated to providing on-going assistance and guidance in building a strong supplier base that provides opportunities to Diverse Suppliers.

As a result of the 2011 merger of FirstEnergy and Allegheny Energy best practices from each respective company were identified and implemented. In second quarter 2012, the FirstEnergy and Allegheny Energy supplier diversity data information systems will be combined to create one robust system that will allow FirstEnergy to implement monthly performance tracking

providing accountability of purchasing personnel and Prime Contractors encouraging Diverse Supplier outreach and opportunities.

PART 1a INTERNAL EFFORTS

Much of the effort in 2011 involved merging the FirstEnergy and Allegheny Energy Supplier Diversity programs together utilizing the best practices from each respective company, as follows:

1. In 2011, developed and implemented a new Subcontracting Tier II process to track suppliers by purchase order number; determine whether a supplier will or will not be subcontracting any portion of the work; and when supplier is subcontracting, track the date the plan was received and the total planned subcontracting percentage goals.
2. Implemented an Opportunity Tracking Procedure to identify list of suppliers given opportunity to bid on request for quotation, request for proposal or E-Sourcing events. For suppliers not awarded the order, identify and track the reason (e.g. evaluation of price variance, incomplete bid, no bid received, etc.).
3. Provided training to Supply Chain personnel on FirstEnergy's Subcontracting Program and Opportunity Tracking Procedure explaining their role in working with Prime Contractors to increase the utilization of Diverse Suppliers as subcontractors especially when fulfilling our contract requirements; and their role in providing bid opportunities to Diverse Suppliers.
4. Provided Supply Chain management and corporate management with updates of the Supplier Diversity Program goals and progress.
5. Updated several FirstEnergy Supply Chain business practices and created two new guideline documents outlining the procedure and tracking process implemented for subcontracting Tier II and bid opportunity tracking.
6. Implemented a FirstEnergy recertification process to maintain and update vendor information, self-certification and request for third party certification.

PART 1b EXTERNAL EFFORTS

In 2011, FirstEnergy continued to actively support supplier diversity initiatives through participation in various diversity events and advocacy organizations as follows:

1. Continue to participate in the National Minority Supplier Development Council affiliated Western Pennsylvania Minority Supplier Development Council (WPMSSDC) and PA-NJ-DE regional council along with the MD/DC and Northern Ohio regional councils.

2. Participated in the Women's Business Enterprise Council of PA-DE-NJ, by attending meetings, educational sessions and supporting the Council by serving on the Board of Directors and the Certification Committee reviewing applications and conducting site visits for women owned businesses seeking third-party certification.
3. Continued as an active member of the Edison Electric Institute's (EEI) Supplier Diversity Task Force Committee; attended the GSA/SBA Federal Subcontracting Best Practices Workshop and participated in the annual EEI Supplier Diversity Conference.
4. Met and spoke with numerous Diverse Suppliers to increase their interaction with FirstEnergy employees involved in the Procurement process to further increase the diversity of our supplier base.
5. Facilitated in-house and off-site meeting opportunities for FirstEnergy employees to meet with Diverse Suppliers and to discuss procurement opportunities.
6. Assisted potential Diverse Suppliers in understanding the process for being added to FirstEnergy's vendor listing.
7. Assisted Diverse Suppliers in identifying the types of materials and services purchased by FirstEnergy, and helped them interpret Company specifications and industry standards, when applicable.

PART 1c SUBCONTRACTING EFFORTS

FirstEnergy Terms & Conditions contain language incorporating the Federal Acquisition Regulation (FAR) flow down provisions. In addition, E-Sourcing events that may potentially be greater than \$550,000 include subcontracting standard language informing the bidder of the requirement for Subcontracting Plan submittal and lists questions to be completed by the bidder to determine if a Subcontracting Plan is required.

PART 2 PROCURMENT DIVERSITY REPORTING

A breakdown of FirstEnergy's total purchased/spend dollars with MBE, WBE and DBE business concerns in 2011 are reported in the following tables. Total purchased/spend dollars are reported on a company-wide basis including FirstEnergy's Energy Delivery, Fossil Generation and Nuclear business segments.

Excluded from the total dollars are such items as power (electricity for resale) purchased for resale to a public utility, internally generated costs and expenditures, e.g. salaries and wages, depreciation, interest, employee insurance and other benefits, income and property taxes, payments for fees, fines, claims, dues, philanthropic contributions, coal, uranium, rail services

such as coal delivery and expenditures for regulated utilities (telephone, light, gas, water and sewer).

**DIRECT TIER I SPEND
FirstEnergy Jan–Dec 2011
(Company-wide including Allegheny Energy)**

	2011 ACTUAL	
Annual PUC Diversity Filing 2011 MWDBE Actual	%	Dollars
Total Company Procurement Dollars		\$3,441,462,140
Minority (MBE)	3.43%	\$117,990,029
Women (WBE)	2.12%	\$73,037,986
Disabled (DBE)	0.04%	\$1,537,493
Total (M/W/DBE)	5.60%	\$192,565,507

**SUBCONTRACTING TIER II SPEND
FirstEnergy Jan–Dec 2011
(Company-wide including Allegheny Energy)**

	2011 ACTUAL	
Annual PUC Diversity Filing 2011 MWDBE Actual	%	Dollars
Total Company Procurement Dollars		\$3,441,462,140
Minority (MBE)	.11	\$3,614,875
Women (WBE)	.14	\$4,982,732
Disabled (DBE)	.00	\$1,233
Total (M/W/DBE)	.25	\$8,598,840

- MBE – minority, includes male and female non-Caucasian-owned businesses
- WBE – women, includes only Caucasian women-owned businesses
- DBE – disabled, as defined by Americans with Disabilities Act. Can also include agencies that employ 51% or more disabled persons, i.e., vocational rehabilitation agency or school for the blind.
- Classifications of vendors are not double counted.

2011 Spend with Pennsylvania Based Suppliers
 Self-Certified or Third Party Certified DBE-MBE-WBE (>10K)

Vendor Name	City	MW/DBE	Total
A & H EQUIPMENT COMPANY	BRIDGEVILLE	WBE	\$19,943
A P CLEANING INC	WELLSBORO	WBE	\$24,988
ACHIEVA SUPPORT	PITTSBURGH	DBE	\$43,936
AIR COMPLIANCE CONSULTANTS INC	PITTSBURGH	WBE	\$21,840
ALLEGHENY CONSTRUCTION GROUP INC	BRIDGEVILLE	WBE	\$12,100
ALLEGHENY POWER PRODUCTS INC	GREENSBURG	WBE	\$1,603,559
ALPHASOURCE INC	PHILADELPHIA	WBE	\$356,517
AMITY INDUSTRIES	DOUGLASSVILLE	MBE	\$87,376
ANDRZEJCZAK LANDSCAPING INC	GIRARD	WBE	\$10,245
AQUATECH INTERNATIONAL CORPORATION	CANONSBURG	MBE	\$75,975
BERTHA L THRUSH CONTRACTOR	SHIPPENSBURG	WBE	\$10,888
BESSEMER SUPPLY INC	BESSEMER	WBE	\$545,808
BIRD INDUSTRIAL GROUP	JOHNSTOWN	WBE	\$14,445
BI-STATE CONSTRUCTION COMPANY INC	EASTON	WBE	\$23,739
BOEKELOO INC	WARREN	WBE	\$14,687
BROCK AND COMPANY INC	MALVERN	WBE	\$54,790
BRONDER TECHNICAL SERVICES	PROSPECT	WBE	\$27,139
CABLELINKS INC	PERKASIC	WBE	\$835,264
CAMPBELL TRANSPORTATION CO INC	HOUSTON	MBE	\$41,789,908
CENTRAL CONTRACTORS SUPPLY CO INC	JOHNSTOWN	WBE	\$15,064
CHAMPION FORD EDINBORO INC	EDINBORO	MBE	\$30,293
CHRISTOPHER RESOURCES INC	MOUNT BRADDOCK	WBE	\$2,437,208
CMC ENERGY SERVICES INC	DRESHER	WBE	\$900,728
COLLEEN MCANLIS	NEW GALILEE	WBE	\$113,340
COMMONWEALTH CAPITAL CORP	CHADDS FORD	WBE	\$258,589
CORROSION FLUID PRODUCTS CORP	ALIQUIPPA	DBE	\$206,350
CRAIG FENCING	ALTOONA	WBE	\$32,600
DASHER SERVICES INC	HARRISBURG	WBE	\$117,169
DIETZCO	BLAIRSVILLE	WBE	\$24,026
DON PARKER SALES INC	PITTSBURGH	WBE	\$10,730
DRAKE ADVERTISING INC	PITTSBURGH	WBE	\$15,805
DRUG TESTING PROGRAMS INC	BRIDGEVILLE	WBE	\$46,851
DUNKEL ROOFING COMPANY INC	PUNXSUTAWNEY	MBE	\$72,631
ELISHA WEBB AND SON CO INC	PHILADELPHIA	WBE	\$12,780
ENVIRONMENTAL REMEDIATION &	EDINBORO	WBE	\$340,696
F B WRIGHT CO OF PITTSBURGH	BRIDGEVILLE	WBE	\$789,328
FICKESS PUMPS INC	NEW BRIGHTON	WBE	\$18,730
G J MILLER AUTO SUPPLY	ERIE	DBE	\$10,577
GIOVANELLI EXCAVATING INC	FREDERICKTOWN	WBE	\$18,245
GOULD KRAMER INC	MURRYSVILLE	MBE	\$340,098
HABSCO CORPORATION	NEW KENSINGTON	MBE	\$10,430
HINKEL EQUIPMENT RENTAL ASSOCIATES	HUNTINGDON VALLEY	WBE	\$16,850
HORIZON INFORMATION SERVICES INC	GLENSHAW	WBE	\$29,645
HUNTER TRUCK SALES & SERVICE INC	BUTLER	WBE	\$93,706
IMAGETECH SYSTEMS INC	CAMP HILL	MBE	\$10,030

2011 Spend with Pennsylvania Based Suppliers
Self-Certified or Third Party Certified DBE-MBE-WBE (>10K)

INDOGEM INC	ALLENTOWN	MBE	\$50,521
INDUSTRIAL CONTROL CONCEPTS INC	WHITAKER	WBE	\$644,661
JODAN TECHNOLOGIES LTD	GLEN MILLS	WBE	\$25,048
JO-LE EQUIPMENT INC	SLATINGTON	WBE	\$14,504
K W REESE INC	MERCERSBURG	WBE	\$3,487,203
KARPACO INC	HELLERTOWN	WBE	\$23,086
KAZMAREK SPECIALTY FORMS INC	GIBSONIA	WBE	\$16,685
KINGSBURY INC	PHILADELPHIA	WBE	\$178,697
KKRP INC	PITTSBURGH	WBE	\$21,300
LAUREL VALLEY GRAPHICS INC	LATROBE	WBE	\$85,775
LEM PRODUCTS, INC	DOYLESTOWN	WBE	\$15,222
LEVEL ONE LLC	MALVERN	WBE	\$47,636
MAGNETROL INTL INC	PITTSBURGH	WBE	\$39,619
MCCOWIEN UNDERGROUND	HERMITAGE	WBE	\$18,120
MEADVILLE LAND SERVICE INC	MEADVILLE	WBE	\$1,094,770
MKS SERVICES INC	NORTH VERSAILLES	WBE	\$269,416
MR JOHN OF PITTSBURGH	MCKEES ROCKS	WBE	\$87,313
PA TRANSFORMER TECHNOLOGY INC	CANONSBURG	MBE	\$3,813,059
PAGODA ELECTRICAL INC	READING	WBE	\$385,497
PDS CRANE SERVICE CO INC	CARNEGIE	WBE	\$246,968
PENGUIN LOGISTICS LLC	PITTSBURGH	WBE	\$54,708
PHOENIX PETROLEUM CO	WAYNE	MBE	\$37,494
PHOENIX ROOFING INC	CORAOPOLIS	WBE	\$249,943
POLESET INC	PROSPERITY	MBE	\$31,045
PORTAGE POWER WASH INC	PORTAGE	WBE	\$10,435
POWER PARTNERS INC	PITTSBURGH	WBE	\$337,240
PREMIER PERFORMANCE NETWORK	YORK	WBE	\$19,973
PREMIER PROMOTIONAL SOLUTIONS INC	MANOR	WBE	\$22,764
PURE ENERGY COACH LLC	LANCASTER	WBE	\$280,586
R E UPTGRAFF MFG COMPANY	SCOTTDALE	WBE	\$96,824
R F DESIGN & INTEGRATION INC	PHILADELPHIA	WBE	\$657,796
REED SMITH LLP	PITTSBURGH	WBE	\$39,657
RICHARD L MOORE JR	READING	MBE	\$29,552
RIVERVIEW TREE & LANDSCAPE	TEMPLE	WBE	\$1,131,891
ROBERT H LYNN INC	VANDERBILT	MBE	\$169,733
ROGERS AND SON	DOVER	WBE	\$52,599
SHI INTERNATIONAL CORPORATION	PHILADELPHIA	MBE	\$6,603,652
SKELLY AND LOY INC	HARRISBURG	WBE	\$30,570
SSM INDUSTRIES INC	PITTSBURGH	MBE	\$29,601
STONE VALLEY CONSTRUCTION INC	PINE GROVE MILLS	WBE	\$100,345
TAZGO MACHINE INC	TEMPLETON	WBE	\$40,017
TRAFFIC CONTROL SERVICES LLC	YORK	WBE	\$367,556
TURBINE SERVICES INC	MONACA	DBE	\$370,951
TURJAN CONSTRUCTION COMPANY	JOHNSTOWN	WBE	\$488,626
TYNDALE COMPANY INC	PIPERSVILLE	WBE	\$262,061
VERTEX INC	PHILADELPHIA	WBE	\$174,610
VINARSKI MCMULLEN SYSTEMS CORP	WELLSVILLE	WBE	\$108,183
VSI SALES LLC	MARS	WBE	\$73,544

2011 Spend with Pennsylvania Based Suppliers
 Self-Certified or Third Party Certified DBE-MBE-WBE (>10K)

VTS LP	BETHEL PARK	WBE	\$32,500
WAGNER HARDWARE & BUILDING SUPPLY	COUDERSPORT	WBE	\$36,795
WEISS INSTRUMENT LLC	PITTSBURGH	MBE	\$17,336
WEST PENN SUPPLY CO INC	BRIDGEVILLE	WBE	\$14,373
WINDOFT'S AUTOMOTIVE & TRUCK PARTS	GIRARD	MBE	\$15,247

Commodity Descriptions of Goods and Service Orders Issued in 2011 with DBE-MBE-WBE

Commodity	Commodity Description	DBE	MBE	WBE
Goods	ACTUATORS (All Types)	X	X	
Goods	ADHESIVES AND SEALANTS	X		X
Goods	AIR CIRCULATION, PARTS, AND ACCESSORIES (FANS / BLOWERS)			X
Goods	ALLOYS	X		X
Goods	BEARINGS, BUSHINGS, WHEELS, AND GEARS			X
Goods	COMPRESSORS	X		
Goods	COUPLINGS	X		
Goods	DISTRIBUTION POWER TRANSFORMERS (POLE-TOP)			X
Goods	ELECTRICAL VARIABLE SPEED DRIVES		X	
Goods	ELECTRONIC COMPONENTS & SUPPLIES			X
Goods	FIRE PROTECTION			X
Goods	GASKETS AND SEALS	X		X
Goods	HAND TOOLS			X
Goods	HOSE FITTINGS			X
Goods	HOSES	X		X
Goods	HYDRAULIC MACHINERY AND EQUIPMENT	X		
Goods	INSULATION			X
Goods	LABELS			X
Goods	MATERIAL HANDLING MACHINERY & EQUIPMENT			X
Goods	MEASURING, OBSERVING, AND TESTING INSTRUMENTS		X	X
Goods	MECHANICAL WIRE			X
Goods	MOTOR CONTROL CENTERS (MCC)	X		
Goods	PANELBOARDS			X
Goods	PAPER PRODUCTS			X
Goods	PETROLEUM & DISTILLATES (GASOLINE, KEROSENE, DIESEL)		X	
Goods	PIPE	X		X
Goods	PIPE FITTINGS	X		X
Goods	PIPE FLANGES			X
Goods	POWER SUPPLY TRANSFORMERS		X	X
Goods	PUMP PARTS AND ACCESSORIES	X		X
Goods	PUMPS	X		X
Goods	PURIFICATION (PRECIPITATOR)			X
Goods	SECURITY SURVEILLANCE AND DETECTION			X
Goods	SEPARATORS (SCRUBBER)			X
Goods	SOLID FUELS (COAL)		X	X
Goods	STRUCT MATLS (POLES,X-ARMS,PLATE,BAR,ANGLE,CHANNEL,ROD)		X	X
Goods	SUBSTATION EQUIPMENT		X	
Goods	SWITCHES, CONTROLS, & RELAYS AND ACCESSORIES			X
Goods	TAGS			X
Goods	TANKS AND CYLINDERS AND THEIR ACCESSORIES			X
Goods	TRAFFIC CONTROL (FLAGGING)--MATERIALS ONLY			X
Goods	TUBE AND TUBING			X
Goods	TUBE FITTINGS			X
Goods	VALVE PARTS & ACCESSORIES	X	X	X
Goods	VALVES	X	X	X
Goods	VEHICLE PARTS AND SUPPLIES			X
Services	BUILDING/FACILITY CONSTRUCTION & MAINTENANCE		X	X
Services	CIRCUIT BREAKER MAINTENANCE		X	

Commodity Descriptions of Goods and Service Orders Issued in 2011 with DBE-MBE-WBE

Services	COMMUNICATION SERVICES			X
Services	CONSTRUCTION PROJECTS DISTRIBUTION		X	
Services	EMISSION TESTING			X
Services	ENVIRONMENTAL SERVICES			X
Services	EQUIPMENT AND TOOL MAINTENANCE OR REPAIR			X
Services	EQUIPMENT RENTAL			X
Services	EQUIPMENT REPAIRS		X	X
Services	EXCAVATION		X	X
Services	FLEET VEHICLES SERVICES		X	X
Services	FOOD & CATERING			X
Services	GRAPHIC DESIGN			X
Services	JANITORIAL SERVICES			X
Services	LANDSCAPING			X
Services	METAL BUILDING INSTALLATION			X
Services	METALS FABRICATION AND MACHINING			X
Services	MISCELLANEOUS EQUIPMENT			X
Services	MISCELLANEOUS MATERIALS & SUPPLIES	X		X
Services	MISCELLANEOUS SERVICES & CONTRACTS		X	X
Services	PUMP REPAIRS	X		
Services	RIGHT-OF-WAY MAINTENANCE - VEGETATION CONTROL (ROWVC)			X
Services	SEMINARS AND TRAINING			X
Services	SERVICE ENGINEERS, FIELD SERVICE, OBSERVE		X	
Services	SNOW REMOVAL			X
Services	STORAGE		X	
Services	SUBSTATION SERVICES		X	X
Services	T&D NONTAX COMPUTER HARDWARE			X
Services	TRAFFIC CONTROL SERVICES			X
Services	TREE TRIMMING SVCS			X
Services	TRUCK AND RAILROAD TRACK SCALE			X
Services	VALVE REPAIRS	X	X	
Services	UNDERGROUND SERVICES			X