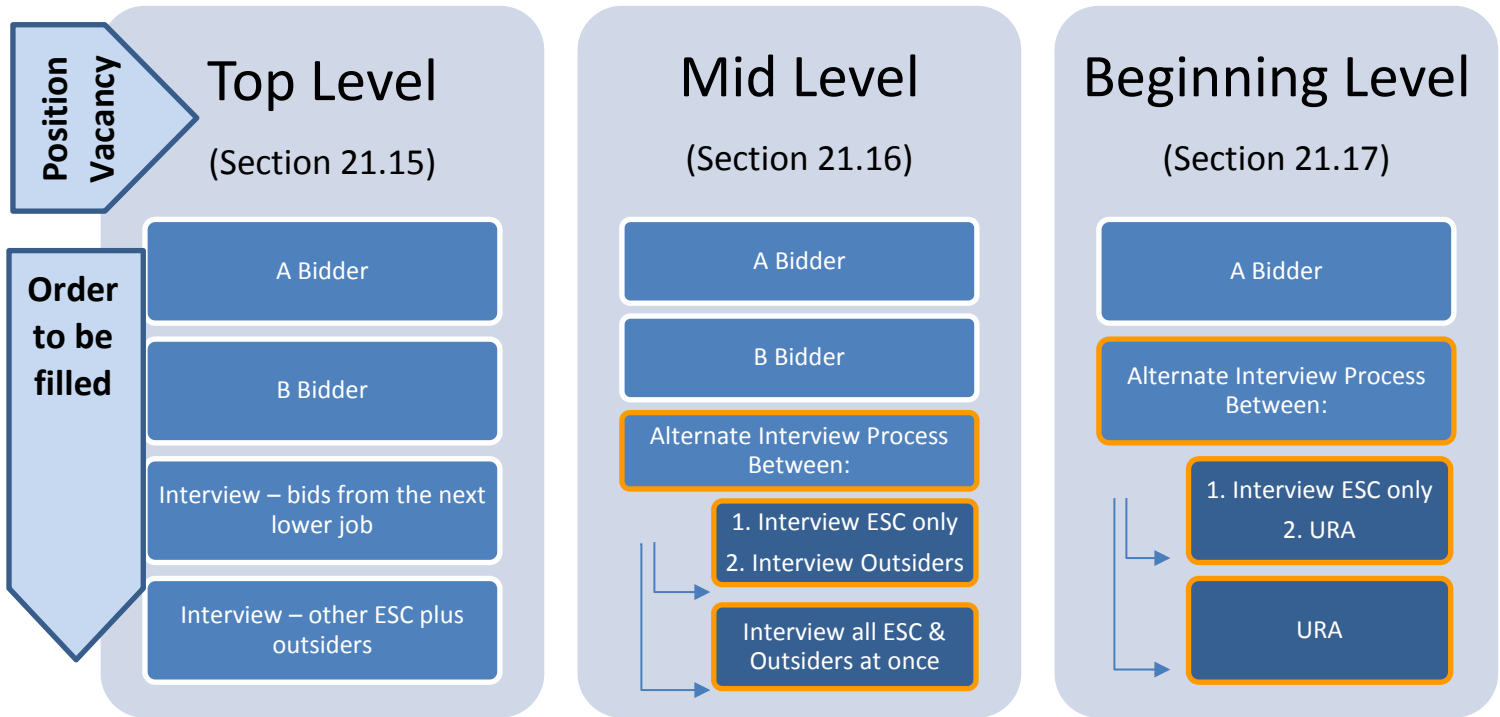


ESC Monthly Jobs Bidding Summary: August 2016



To be considered for an open monthly position, an employee must submit a bid for that classification and have their resume uploaded on Talent Connect prior to the control date of the job requisition. When a vacancy for a monthly position opens, it will be filled first by an A Bidder and/or B Bidder and then by the interview processes for that level position, as follows:



Additional Information:

Mid and Top Level Jobs: “Advancement” comes before vacancies. Example: If a Sr. Power Gen Engineer retires, and there is a journey Power Gen Engineer who is qualified, they would “advance” to Sr., using the processes above (see Section 21.11 and sub-sections of Exhibit D for advancement processes).

B Bidding:

- **Higher Classifications:** A question if higher jobs in the LOP can be part of B Bidder group will need to be resolved;
- **Changing Offices:** Interview Process will not be reached if a B Bidder desires to change offices.
- **Tie Breakers:** Bids are by seniority when qualifications are “substantially equal.” ESC asserts this in all cases but may be a potential area of disagreement with the Company.

Alternating Interview Processes: Administered system-wide by classification and tracked by CJBT.

Bid Lists: Provided by CJBT to the hiring supervisor for the requisition. CJBT will provide two lists: a list of ESC applicants from the Bid System, plus a list of outside applicants from Talent Connect.

Too many people to interview: Supervisor may screen out non-ESC candidates, but only the joint panel may screen out ESC-represented candidates even if they are “obviously unqualified” (see Section 21.18 for more on interview panel processes).

Definitions

A Bidder: Employee displaced from the same or higher level position as he/she is seeking

B Bidder: Employee in the same classification, not lower, but at a different headquarters

URA: Unrestricted Appointment; Company’s choice: Supervisor may choose to have ESC members sit in on the interview, but this is advisory not contractual

CJBT: Central Job Bidding Team