Memorandum of Agreement
between
NRG Energy, Inc.
and International Brotherhood of Electrical Workers Local 15
August 22, 2019

The following sets forth an understanding reached between NRG Energy, Inc. (the "Company") and the International Brotherhood of Electrical Workers, Local 15 (the "Union").

WEREAS, the Company and Union are parties to a Collective Bargaining Agreement effective from April 1, 2015 through March 31, 2020.

WEREAS, the parties desire to extend their Collective Bargaining Agreement, and following discussions have reached a mutual understanding on essential terms;

NOW, THEREFORE, the parties hereto agree as follows:

1. The existing Collective Bargaining Agreement shall be extended for two (2) years from April 1, 2020 to March 31, 2022 at 11:59 p.m., subject to the notice and renewal provisions of Article 17 of the existing Agreement.

2. General base wage increases will be as follows:

   Effective April 1, 2020 – 2.5%
   Effective April 1, 2021 – 2.5%

3. All terms of the existing Collective Bargaining Agreement remain in effect, except as modified by this Memorandum of Agreement.

Agreement Confirmation Signatures

By their signatures below the undersigned representatives of the Company and the Union acknowledge that the terms herein accurately reflect the resolutions agreed to.

NRG Energy, Inc.	**IBEW Local 15**
09-03-2019	9/3/19
Rich North, Director Labor Relations *Date*	*Terry McGoldrick, President* *Date*