

## AGREEMENT

THIS AGREEMENT made and entered into as of the 1st day of June, 2014, by and between Northern Indiana Public Service Company, an Indiana corporation operating with its principal office in Merrillville, Indiana, its successors and assigns (hereinafter referred to as the Company) and the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL-CIO-CLC, on behalf of Local Union No. 13796, United Steelworkers, AFL-CIO-CLC, (hereinafter referred to as the Union):

WHEREAS, it is the intent and purpose of the parties hereto to provide a means of adjustment of differences that may arise from time to time, and to promote harmony and efficiency to the end that the Company, the Union, its members and the general public may mutually benefit, and to establish a basic understanding relative to rates of pay, hours of work and other conditions of employment.

Neither the Company nor the Union shall discriminate against any employee in the application of the terms of this Agreement because of race, creed, color, national origin, disability, gender, sexual orientation, or age in violation of any state or Federal law.

NOW, THEREFORE, in consideration of the mutual promises and obligations assumed herein, the parties hereto agree as follows: