

ARTICLE 44 – MOVING EXPENSES/OPTIONAL SEVERANCE FOR PROTECTED EMPLOYEES

(a) Except in the event a layoff is the result of any reason set forth in Article 42(c), a protected employee who is directly affected by a reduction in force will be afforded the opportunity to elect one, but only one, of the following options:

(1) If he changes base stations under the provisions of Article 15, he will be afforded moving expenses in accordance with Article 15 (f) plus a \$12,500 (minus appropriate taxes) special moving allowance, provided he establishes permanent residency in his new work location and actually relocates his personal possessions and/or household goods as appropriate to that new location within one (1) year of notice of reduction in force; except that an employee in a protected status (full or part time) and who, as a result of a reduction in force, elects to change stations and status (full or part time) when that same status was available to him at his original city, will not be entitled to this \$12,500 special moving allowance; or

(2) Accept a \$12,500 (minus appropriate taxes) special severance allowance plus severance as outlined in Article 37 thereby terminating entirely his employment relationship with the Company, forfeiting all his seniority, and relinquishing any and all claim for reemployment and recall.