

Exhibit 41B

**Overview of Relocation Benefits for Bargaining and Nonbargaining Employees**

<b>Relocation Benefit</b>	<b>Bargaining Employees</b>	<b>Nonbargaining Employees</b>
Advance house hunting <sup>1</sup>	1 trip	1 trip in lump-sum calculation
Spouse on trip	Yes	Yes
Dependent children on trip	No	No – child care is included in lump-sum calculation
Return trips to old station	None	1 trip
Miscellaneous expense allowance	\$300 (if married) \$150 (if single)	\$2,500
En route expenses	Yes	Yes
<b>Relocation management firm (RMF) Services</b>		
Movement of household goods	Yes	Yes
Storage of household goods	60 days	60 days
Allowance for household goods	18,000 lbs.	18,000 lbs.
Temporary quarters <sup>2</sup>	30 days	30 days (renter) 60 days (homeowner) in lump-sum calculation
Residence sell or buy transactions	Yes	Yes
RMF home purchase	No	Yes – nonbargaining EAS 19 and above with a qualified home
Equity loss consideration	No	Yes
Tax assistance	No	Yes
Relocation leave	5 days	5 days

<sup>1</sup>Restriction on total number of days. Consult relocation management firm.

<sup>2</sup>Employees are subject to a capped limit. Consult relocation management firm.