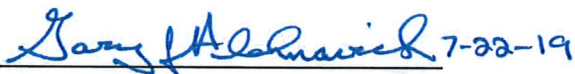


Letter of Agreement

Absorbed by Mutual Agreement

Mr. Christopher Calas (Emp. ID # 44079) currently a Lead Electrician at Perrine Substation (PES), has exercised his right under the collective bargaining agreement and elected to roll a junior employee, Kyle Shepkosky (Emp. ID 77665), at Martin Plant Substation (MPS) in the Substation Electrician classification.

By mutual agreement Mr. Kyle Shepkosky will be absorbed in his current Substation Electrician classification at MPS. This absorption will stop the roll.

 7-22-19

Gary J. Aleknavich                      Date  
Business Manager  
IBEW System Council U-4

 7/22/19

Jeremy L. Ferrell                      Date  
Labor Relations Manager  
Florida Power & Light Company