

**Stipulation of Agreement
Dental Plan Premiums
September 30, 2019**

In accordance with Paragraph 57 of the Memorandum of Agreement between Florida Power & Light Company and System Council U-4, IBEW, the above parties met and negotiated the following bi-weekly dental premium contributions for 2020:

Current Rates (2019)

Dental PPO	Employee Premium	Company Contribution
<i>Employee Only</i>	\$ 3.82	\$ 10.33
<i>Employee + Spouse</i>	\$ 8.83	\$ 19.66
<i>Employee + Family</i>	\$ 16.89	\$ 31.37
<i>Employee + Child(ren)</i>	\$ 11.15	\$ 24.81

New Rates (2020)

Dental PPO	Employee Premium	Company Contribution
<i>Employee Only</i>	\$ 3.78	\$ 10.22
<i>Employee + Spouse</i>	\$ 8.74	\$ 19.45
<i>Employee + Family</i>	\$ 16.71	\$ 31.03
<i>Employee + Child(ren)</i>	\$ 11.03	\$ 24.55

Current Rates (2019)

Dental DHMO (F Schedule)	Employee Premium	Company Contribution
<i>Employee Only</i>	\$ 1.75	\$ 7.00
<i>Employee + Spouse</i>	\$ 3.60	\$ 11.40
<i>Employee + Family</i>	\$ 7.17	\$ 18.43
<i>Employee + Child(ren)</i>	\$ 4.10	\$ 12.97

New Rates (2020)

Dental DHMO (F Schedule)	Employee Premium	Company Contribution
<i>Employee Only</i>	\$ 1.80	\$ 7.21
<i>Employee + Spouse</i>	\$ 3.71	\$ 11.74
<i>Employee + Family</i>	\$ 7.39	\$ 18.98
<i>Employee + Child(ren)</i>	\$ 4.22	\$ 13.36

Current Rates (2019)

Dental-Out-Of-Area	Employee Premium	Company Contribution
<i>Employee Only</i>	\$ 3.82	\$ 10.33
<i>Employee + Spouse</i>	\$ 8.83	\$ 19.66
<i>Employee + Family</i>	\$ 16.89	\$ 31.37
<i>Employee + Child(ren)</i>	\$ 11.15	\$ 24.81

New Rates (2020)

Dental-Out-Of-Area	Employee Premium	Company Contribution
<i>Employee Only</i>	\$ 3.78	\$ 10.22
<i>Employee + Spouse</i>	\$ 8.74	\$ 19.45
<i>Employee + Family</i>	\$ 16.71	\$ 31.03
<i>Employee + Child(ren)</i>	\$ 11.03	\$ 24.55

for Wendell W Nixon 9-30-19
 Jack Wilson Date
 Business Manager
 System Council U-4, IBEW

Elicer Viamontes 9/30/19
 Elicer Viamontes Date
 Director, Labor Relations
 NextEra Energy Inc