

Stipulation of Agreement

October 5, 2021

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 2022:

Current Rates (2021)

Dental PPO	Employee Premium	Company Contribution
<i>Employee Only</i>	\$ 3.85	\$ 10.42
<i>Employee + Spouse</i>	\$ 8.91	\$ 19.83
<i>Employee + Family</i>	\$ 17.04	\$ 31.64
<i>Employee + Child(ren)</i>	\$ 11.24	\$ 25.03

New Rates (2022)

Dental PPO	Employee Premium	Company Contribution
<i>Employee Only</i>	\$ 3.97	\$ 10.75
<i>Employee + Spouse</i>	\$ 9.19	\$ 20.45
<i>Employee + Family</i>	\$ 17.57	\$ 32.64
<i>Employee + Child(ren)</i>	\$ 11.60	\$ 25.82

Current Rates (2021)

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

New Rates (2022)

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 (2021)

Dental-Out-Of-Area	Employee Premium	Company Contribution
<i>Employee Only</i>	\$ 3.85	\$ 10.42
<i>Employee + Spouse</i>	\$ 8.91	\$ 19.83
<i>Employee + Family</i>	\$ 17.04	\$ 31.64
<i>Employee + Child(ren)</i>	\$ 11.24	\$ 25.03

New Rates (2022)

Dental-Out-Of-Area	Employee Premium	Company Contribution
<i>Employee Only</i>	\$ 3.97	\$ 10.75
<i>Employee + Spouse</i>	\$ 9.19	\$ 20.45
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<i>Employee + Child(ren)</i>	\$ 11.60	\$ 25.82

Jack Wilson 10-5-21

Jack Wilson Date
Business Manager
System Council U-4, IBEW

Kelly Tveter 10/5/21

Kelly Tveter Date
Director, Labor Relations
NextEra Energy Inc