

**Letter of Intent – Hurricane Dorian  
Distribution Dispatcher – Temporary Work Location**

On or about September 3<sup>rd</sup> Hurricane Dorian will make landfall as a major hurricane and may traverse the entire Florida peninsula. As a result of Dorian and its impact this LOI is prepared to assist our employees in safely providing restoration efforts.

As a precaution, it is agreed between the Company and the System Council U-4 that Distribution Dispatchers that work out of the DCC may be traveled to the following temporary work locations:

- Daytona Dispatch (DYD)
- LeJeune Flagler Office (LFO)
- West Palm Beach Dispatch (WBD)
- Others storm sites or headquarters as deemed necessary

**Duration:** Expected duration of work assignment is approximately 20 days or the length of the Hurricane Dorian restoration event. In the event that any unforeseen issues occur during the scheduled work, the start and end times may shift, and will be communicated according to the MOA.

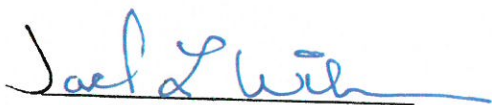
**Travel:** Designated employees will travel in accordance with provisions of the MOA, Paragraph 41 Travel & Lodging.

**Selection:** The Company will select the work headquarters, and the number of employees to be traveled. The employees, will travel in accordance with paragraph 44 c. (1). The employees with the most actual hours of overtime worked will be offered the assignment first. Employees who are given less than twelve (12) hours notice of a travel assignment will be given one (1) hour of paid preparation (packing) time prior to the travel assignment.


**Relieving:** Prior to forcing employees for the assignment, qualified employees may volunteer to relieve as Distribution Dispatchers.

This agreement does not alter or change any other provisions of the Memorandum of Agreement other than what is contained or specified within this document.

To the extent the terms of this LOI conflicts with the Memorandum of Agreement, this LOI shall apply.



Jack L. Wilson  
Business Manager  
System Council U-4, IBEW



Jeremy Ferrell  
Manager Labor Relations  
Florida Power & Light Company