

**Stipulation of Agreement**  
September 3, 2020

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 2021:

**Current 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             |

**New 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             |

**Current 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             |

**New 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             |

**Current 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             |

**New 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             |

 9-3-2020  
 Jack Wilson Date  
 Business Manager  
 System Council U-4, IBEW

 9-3-2020  
 Kelly Tveter Date  
 Director, Labor Relations  
 NextEra Energy Inc