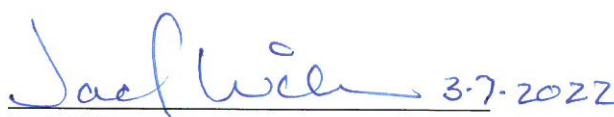
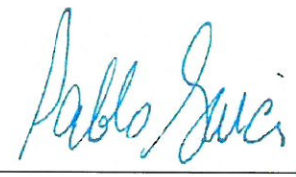


Memorandum of Understanding  
2022 Power System (PS) Realignment Climbing Assessment

The Company and the Union have agreed for “this PS Realignment only”, that employees must be climbing qualified prior to rolling a climbing classification. In an effort to allow employees opportunities to fill positions with a climbing requirement, we have jointly agreed to offer climbing school the week of April 4, 2022. Additional climbing schools may be offered to assure all employees indicating a desire will have an opportunity to attend. All eligibility requirements to attend the climbing assessment still apply.

To the extent the terms of this MOU conflicts with the MOA, this MOU shall apply.

	<u>3-7-2022</u>		<u>3/7/2022</u>
Jack Wilson	Date	For Kelly Tveter	Date
Business Manager		Director, Safety & Labor	
System Council U-4, IBEW		Florida Power & Light	