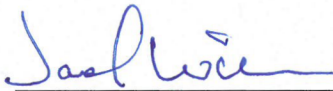


**Memorandum of Understanding
PSL Job Information Report
Reactor Control Operator (RCO)
Initial License Class Posting**

By mutual agreement, IBEW System Council U-4 supports the Company's plan to post ten (10) or more Reactor Control Operator positions at Plant St. Lucie (PSL). For this RCO Initial License Class (ILC), it is agreed the awarded employees attending will be paid in accordance with Nuclear Exhibit "A" notes. Current Non-License Nuclear Watch Engineers and Bargaining Unit employees meeting the requirement of one (1) year as SNPO or previously held NRC License whose current rate is above this rate will maintain their current rate of pay while attending the PSL RCO ILC.

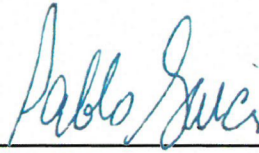
The Notes section of the Job information report will include the following: "Awarded ILC's will be paid per Nuclear Exhibit "A" Notes".



9-18-23

Jack Wilson
Business Manager
System Council U-4, IBEW

Date



9/18/23

For Kelly Tveter
Senior Director of Labor Relations & Safety
Florida Power & Light

Date