



SC U-4

April 10, 2018

To PGD Employees,

On April 5, 2018, the Company and the Union signed a jointly developed Memorandum of Understanding (MOU). The MOU addresses the reassignment of current Lauderdale Plant personnel during the modernization of the new Dania Beach Clean Energy Center. This MOU is intended to minimize the disruption to all impacted employees.

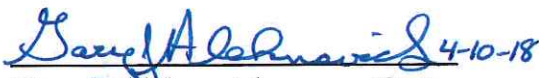
Listed below are the highlights of the MOU:

- Establishes guidelines for the reassignment of up to 13 production personnel to West County Energy Center, Riviera Beach Clean Energy Center, Port Everglades Clean Energy Center or Turkey Point Fossil
- Eliminates the need for a roll
- Clarifies the base teams' ability for reassignment to Port Everglades Clean Energy Center

Both parties are in agreement that this MOU provides the least impact to the PGD employees and their families.

We ask that you please continue to remain focused on safety and the task at hand.

Sincerely,

Handwritten signature of Gary J. Aleknavich in blue ink, with the date '4-10-18' written to the right.

Gary J. Aleknavich Date
Business Manager
System Council U-4, IBEW

Handwritten signature of Craig W. Arcari in blue ink.

Craig W. Arcari Date
Vice President, FPL Operations
Power Generation Division
NextEra Energy, Inc.

4/10/2018