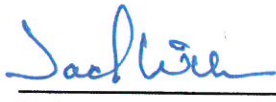


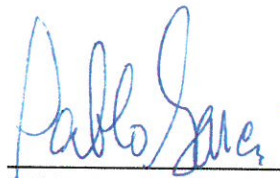
LETTER OF AGREEMENT
Violation of the Company Arrest Policy
- Felix Ramos -

It was discovered during a security background check that Employee Felix Ramos may have failed to report a traffic citation in 2023 in violation of the Company Arrest Policy. The company's process is to investigate, and it was determined that the employee did, in fact, violate the policy.

However, based on extenuating circumstances, it is agreed between the Company and the Union that the Company will not discharge employee Felix Ramos for the policy violation. This agreement is "Without Prejudice" as defined in paragraph 27 d) of the Memorandum of Agreement dated 2022 - 2025.

 2-14-2024

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

 2/14/24

Pablo Garcia Date
Sr. Manager, Labor Relations
Florida Power & Light Company