

LETTER OF AGREEMENT  
Absorbed by Mutual Agreement

The Company and the Union have agreed to correct the 4.1 matrix error associated with realignment per paragraph 21 d) (1) ROLL PROCESS: *Employees may be absorbed by mutual agreement between the Company and the Business Manager in an effort to stop a roll.*

Mr. Timothy Brucker, a Line Specialist Early at SFD, has exercised his right under the collective bargaining agreement, and elected to roll Mr. Alfredo Cruz. Mr. Alfredo Cruz currently holds the position of Chief Line Leader Early (M-F) at WGO.

It is agreed that Mr. Alfredo Cruz will be absorbed, and the roll will cease.

Mr. Timothy Brucker will be made retroactive as a Chief Line Leader Early (M-F) at WGO effective June 1, 2024.

*for* Wendell Muir 6/26/2024  
Jack Wilson                      Date  
Business Manager  
System Council U-4, IBEW

Pablo Garcia 6/26/2024  
Pablo Garcia                      Date  
Sr. Manager, Labor Relations  
Florida Power & Light Company