

## Stipulation of Agreement Premium Holiday

August 23, 2024

In accordance with Paragraph 57 of the Memorandum of Agreement and this Stipulation of Agreement between Florida Power & Light Company and System Council U-4, IBEW, the above parties met and negotiated the following medical premium holiday:


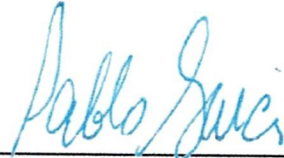
A medical premium holiday will be implemented for FPL bargaining unit employees enrolled in the Health Prime medical plan and the Florida Power & Light Company. Specifically, the employees represented by the IBEW, System Council U-4 will not have medical premiums deducted from their bi-weekly pay checks for pay periods ending:

- September 6, 2024
- September 20, 2024
- October 4, 2024
- October 18, 2024

Premium paying FPL bargaining unit employees represented by IBEW, System Council U-4 who are currently on Long Term Disability (LTD) status will have their premium contributions suspended for their November and December 2024 LTD monthly benefit payments.

With respect to the Company premium holiday, the Company will not make its monthly contribution for September and October 2024.

Both parties agree to evaluate the trust level in the first quarter of 2025.

	
<u>8-23-2024</u>	<u>8-23-2024</u>
Jack Wilson	Pablo Garcia
Business Manager	Sr. Manager, Labor Relations
System Council U-4, IBEW	Florida Power & Light