

**Stipulation of Agreement  
September 18, 2024**

In accordance with Paragraph 57 of the Memorandum of Agreement between Florida Power & Light Company and System Council U-4, IBEW, the above parties met and negotiated the following bi-weekly dental premium contributions for 2025:

**Current Rates (2024)**

Dental PPO	Employee Premium	Company Contribution
Employee Only	\$ 5.16	\$ 9.57
Employee + Spouse	\$ 10.38	\$ 19.27
Employee + Family	\$ 17.58	\$ 32.65
Employee + Child(ren)	\$ 13.10	\$ 24.33

**New Rates (2025)**

Dental PPO	Employee Premium	Company Contribution
Employee Only	\$ 5.58	\$ 10.37
Employee + Spouse	\$ 11.24	\$ 20.88
Employee + Family	\$ 19.04	\$ 35.36
Employee + Child(ren)	\$ 14.19	\$ 26.35

**Current Rates (2024)**

Dental DHMO (F Schedule)	Employee Premium	Company Contribution
Employee Only	\$ 3.15	\$ 5.86
Employee + Spouse	\$ 5.41	\$ 10.05
Employee + Family	\$ 9.23	\$ 17.14
Employee + Child(ren)	\$ 6.15	\$ 11.43

**New Rates (2025)**


Dental DHMO (F Schedule)	Employee Premium	Company Contribution
Employee Only	\$ 3.15	\$ 5.86
Employee + Spouse	\$ 5.41	\$ 10.05
Employee + Family	\$ 9.23	\$ 17.14
Employee + Child(ren)	\$ 6.15	\$ 11.43

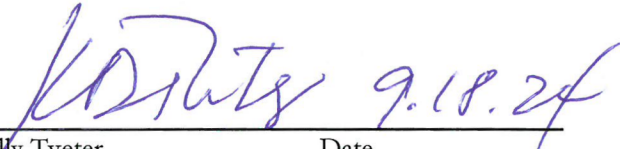
**Current Rates (2024)**

Dental-Out-Of-Area	Employee Premium	Company Contribution
Employee Only	\$ 5.16	\$ 9.57
Employee + Spouse	\$ 10.38	\$ 19.27
Employee + Family	\$ 17.58	\$ 32.65
Employee + Child(ren)	\$ 13.10	\$ 24.33

**New Rates (2025)**

Dental-Out-Of-Area	Employee Premium	Company Contribution
Employee Only	\$ 5.58	\$ 10.37
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 9.18.24  
 \_\_\_\_\_  
 Jack Wilson Date  
 Business Manager  
 System Council U-4, IBEW

 9.18.24  
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 Kelly Tveter Date  
 Sr. Director, Labor Relations  
 Florida Power & Light Company