



SC U-4



To All:

Today, the Company and the Union signed a jointly developed Letter of Agreement (LOA). The LOA is an effort to mitigate the disruption to Bargaining Unit employees as a result of the conversion of Turkey Point Plant Unit 1 to a synchronous condenser and Gas Turbine Power Park retirement. Highlights of the LOA are as follows:

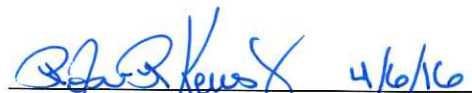
- The company will notify the Union on June 16th, 2016 of their intent to realign PGD in accordance with Paragraph 21.
- Employees affected by the PGD Realignment will have a deferred assignment date of January 7th, 2017.
- The deferred assignment date allows for the realignment process to be completed prior to the holidays.

Both parties agree this LOA provides the least impact to PGD employees and their families.

The committees ask that all employees maintain focus on the task at hand and keep Safety in the forefront of your workday.



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

 4/6/16

Roxane Kennedy Date
Vice President PGD Operations
Florida Power & Light