

Amendment to
DTO Memorandum of Understanding
Dated March 21, 2013

Duke Energy Florida and the International Brotherhood of Electrical Workers, System Council U-8, hereby agree to amend the language below for the Crystal River Decommissioning Transition Organization (DTO) MOU, which was agreed to and signed by both parties on March 21, 2013. The amendment will indicate the original effective date of January 1, 2015 will be amended to January 1, 2014. All other provisions of the MOU are unchanged and will continue to apply.

Section 12: PGOF NS to SM Ratio Abeyance

XXXIII. Current NS to SM ratios required by Item 130 of the 2005 Memorandum of Changes shall be waived for all PGOF plants until January 1, ~~2015~~ 2014. The parties agree to discuss the reinstatement of this ratio prior to the expiration of this waiver. In those discussions, the following guidelines will be followed:

- A. The NS/SM ratio will be evaluated by shop,
- B. The senior person in the shop will be moved to the NS position (assuming that is the person's desire), and
- C. No positions will be abolished and reposted, and no rolls will be triggered, by the reinstatement of the NS/SM ratio.

Company: Richard F. M. Kesting Date: 12/17/13

Union: Edward A. Mote Date: 12-13-2013