

Memorandum of Understanding **FHOF GPS Development Program**

This Memorandum of Understanding ("MOU") is agreed to by, and between, Duke Energy Florida ("Company") and the IBEW System Council U-8 ("Union"). The purpose of this MOU is to implement a GPS Development Program to provide an opportunity for individuals to become Generation Process Specialists (GPSs) at the Hines Energy Complex. Except as specified below, all other terms and provisions of the Hines Memorandum of Agreement (MOA) remain in force and effect.

1. The Company will implement a GPS Development Program to train participants to reach the GPS position, as outlined in the attached Appendix A. Appendix A will supersede Exhibit "D" in the Hines MOA and will run concurrently with the term of the contract.
2. The following GPS training classifications will be established at the Hines Energy Complex.
 - a. GPS-A (1J + 1P)
 - b. GPS-B (1J + 2P) or (2J + 0P)
 - c. GPS1 (1J + 3P) or (2J + 1P)
3. Pay rates for the training classifications are as follows, subject to future general wage increases:

Classification	Wage Rate
GPS-A	\$42.02
GPS-B	\$44.17
GPS1	\$45.28
GPS2	\$46.62 (per Exhibit "A")

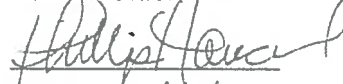
4. The GPS2 classification will be incorporated into the GPS Development Program. Current employees holding the GPS2 classification will be required to progress through the Development Program until qualifying as a GPS, but will not be required to sign an Indenturement Agreement as provided under the Commitment section of the Development Program.
5. The Company and the Union agree to meet to discuss issues related to this agreement upon either party's request.

For the Company



Date 9/11/19

For the Union



Date 9/11/2019