Memorandum of Understanding Revision to Exhibit F

This Memorandum of Understanding (MOU) is agreed to between Duke Energy Florida, LLC ("Company") and the IBEW System Council U-8 ("Union"). The purpose of this MOU is to revise the language of Article II, Section 10(C) of the 2020-2022 Memorandum of Agreement ("MOA").

Article II, Section 10 (C) currently reads as follows:

(C) Each employee shall live within reasonable travel time of their reporting headquarters. Line Department employees, not including Night Time Line Crew employees and Transmission Construction and Maintenance Crew employees, in the Coastal Florida Region, Central Florida Region, and North Florida Region shall live within forty (40) minutes travel time of their headquarters.

The Parties agree that employees in the classification of Field Service Technician are not required to live within forty (40) minutes of their headquarters and should have been excluded from the above provision.

The revised language reads as follows:

(C) Each employee shall live within reasonable travel time of their reporting headquarters. Line Department employees, not including Field Service Technicians, Night Time Line Crew employees, and Transmission Construction and Maintenance Crew employees in the Coastal Florida Region, Central Florida Region, and North Florida Region, shall live within forty (40) minutes travel time of their headquarters.

This revision shall be incorporated into the 2022 MOA unless otherwise negotiated by the Parties.

The Parties agree that all other provisions of the 2020-2022 MOA and MOC remain unchanged except as expressly provided for in this MOU.

Sults 8/9/2021

Company

Date

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