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 Section 1.1.3 of Exhibit F "Distribution Control Center Supplement" of the 2020-2022 Memorandum of Agreement ("MOA").

Section 1.1.3 of Exhibit F currently reads as follows:

1.1.3 Applicants bidding or applying externally from outside the Line Department Seniority Group for the Associate Dispatcher position will be interviewed by a panel which will include one Bargaining Unit employee appointed by the Union from the ADRC.

Upon review of the negotiation notes and proposal exchange, the Parties agree that the intent of interview panel was to determine whether applicants met the initial qualifications. The qualifications of applicants from inside the Union are known to the Parties and there is no need to convene a panel, unless that applicant is relying on qualifications acquired from outside the Company. Otherwise, applicants internal to the Company will be selected by seniority. The Parties agree the revised language shall read as follows:

1.1.3 Applicants bidding or applying externally from outside the Florida Bargaining Unit for the Associate Dispatcher position will be interviewed by a panel which will include one Bargaining Unit employee appointed by the Union from the ADRC. Applicants internal to the Bargaining Unit will be interviewed by the panel if they are relying on qualifications acquired while working in jobs outside the Union.

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.

SEC	Sulls	8/9/2021	Thelp House	8/9/21
Company		Date	Union	Date