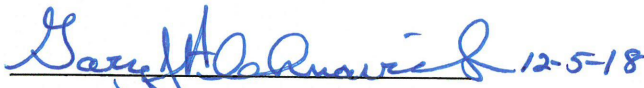


Letter of Agreement

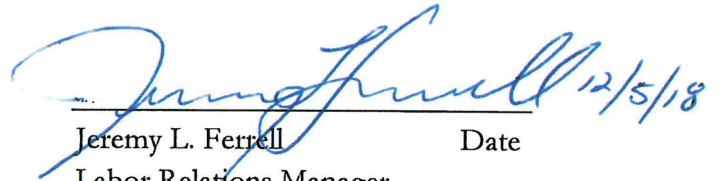
Absorbed by Mutual Agreement

Mr. Charles Gullette (Emp. ID # 16967) currently an Apprentice Cable Splicer at CEO, has exercised his right under the collective bargaining agreement and elected to roll a junior employee, Michael Falcon (Emp. ID #74478), at CEO in the Ground Worker classification.

By mutual agreement Mr. Falcon will be absorbed in his current Ground Worker classification at CEO. This absorption will stop the roll.

 12-5-18

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

 12/5/18

Jeremy L. Ferrell Date
Labor Relations Manager
Florida Power & Light Company