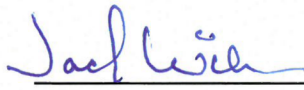


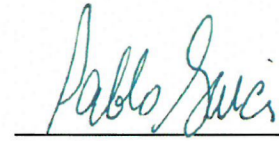
**Letter of Agreement (LOA)
New Hire Line Specialist
Guidelines**

It is agreed between Florida Power & Light and System Council U-4 that a Line Specialist may be hired with a minimum of one year's time in classification. Chief Line Specialist, Senior Line Specialist and Restoration Specialist position will be awarded per the agreed to Job Criteria.

To the extent this LOA conflicts with the Memorandum of Agreement (MOA) this LOA shall apply.

 1/10/2023

Jack Wilson
Business Manager
System Council U-4, IBEW

 1/10/2023

For Kelly Tveter
Director Safety & Labor Relations
Florida Power & Light Company