


**MEMORANDUM OF UNDERSTANDING**  
**General Maintenance Leader Assessment Process and Training**

It is understood that the Company and the Union will jointly develop a team to establish a uniform Maintenance Leadership Assessment Process and Training program for Plant Turkey Point Nuclear (PTN) and Plant St. Lucie Nuclear (PSL) General Maintenance Leaders.

To achieve the above-mentioned interests the following is agreed to:

- The Teams will consist of two (2) IBEW appointed General Maintenance Leaders (GML) from each site; PSL and PTN and two (2) Company appointed representatives from each site; PSL and PTN.
- The Company and Union teams will jointly work together to develop a General Leadership Assessment Process and Training program to focus on developing consistent job skills for both sites. The focus will be based on leadership development training courses and improving GML job familiarization technical skills needed for independent supervision for job assignments and roles.
- These results and/or findings developed from this team will be implemented. Any barriers identified or issues requiring clarification will be resolved by the IBEW System Council U-4 Business Manager and FPL Labor Relations Director.

Either the Company or Union can terminate this MOU at any time by giving thirty (30) days written notice.

 5-19-20  
Jack Wilson                                    date  
Business Manager  
IBEW System Council U-4

 5/19/20  
Kelly Tveter                                    date  
Labor Relations Director  
Florida Power & Light Company