

**Letter of Intent (LOI)
Deferred Assignment Date Scott Leenig**

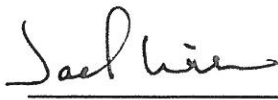
Per the MOU Chemistry Technician Transition Plan dated May 23, 2023.

Recognizing the Company's Emergency Planning (EP) requirement for qualified Chemistry Technicians, the Company and the Union agree to defer the 12/02/23 assignment for Scott Leenig into Reactor Operator in class at PSL. During the deferral period, he will be compensated at the higher pay rate of the current Chemistry Technician Sr. pay rate or that of the awarded RO in class position (paid at SNPO rate of pay), whichever is higher. While active as a Chemistry Technician Sr., the 1/27/2024 increase will apply.

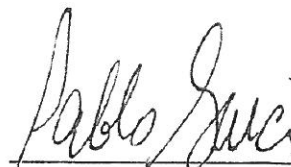
Scott Leenig will be placed into the next available class at PSL.

In the event unforeseen circumstances arise during the implementation of this LOI the parties agree to meet and resolve.

To the extent the terms of this LOI conflicts with the Memorandum of Agreement, this LOI shall apply.

 12-14-2023

Jack Wilson Date
Business Manager
System Council U-4, IBEW

 12/14/2023

For Kelly Tveter Date
Sr. Director, Safety & Labor Relations
Florida Power & Light Company