

**Letter of Intent (LOI)  
Deferred Assignment Date Quoc Van**


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

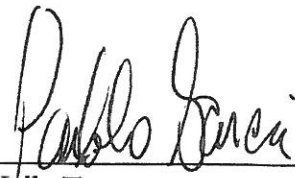
Recognizing the Company's Emergency Planning (EP) requirement for qualified Chemistry Technicians, the Company and the Union agree to defer the 7/29/23 assignment for Quoc Van into ANPO at PSL. During the deferral period, he will be compensated at the higher pay rate of the current Chemistry Technician Sr. pay rate or that of the awarded NLO position, whichever is higher. Quoc Van will receive a rate increase tied to the first NPO and SNPO increase aligned with the appropriate class qualification results. While active as a Chemistry Technician Sr., the 1/27/2024 increase will apply.

Quoc Van 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.

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

  
\_\_\_\_\_  
for Kelly Tveter                      Date  
Sr. Director, Safety & Labor Relations  
Florida Power & Light Company