

**Stipulation of Agreement  
September 15, 2023**

In accordance with Paragraph 57 of the Memorandum of Agreement between Florida Power & Light Company and System Council U-4, IBEW, the above parties met and negotiated the following bi-weekly dental premium contributions for 2024:

**Current Rates (2023)**

Dental PPO	Employee Premium	Company Contribution
Employee Only	\$ 5.27	\$ 9.78
Employee + Spouse	\$ 10.60	\$ 19.70
Employee + Family	\$ 17.97	\$ 33.36
Employee + Child(ren)	\$ 13.38	\$ 24.86

**New Rates (2024)**

Dental PPO	Employee Premium	Company Contribution
Employee Only	\$ 5.16	\$ 9.57
Employee + Spouse	\$ 10.38	\$ 19.27
Employee + Family	\$ 17.58	\$ 32.65
Employee + Child(ren)	\$ 13.10	\$ 24.33

**Current Rates (2023)**

Dental DHMO (F Schedule)	Employee Premium	Company Contribution
Employee Only	\$ 3.15	\$ 5.86
Employee + Spouse	\$ 5.41	\$ 10.05
Employee + Family	\$ 9.23	\$ 17.14
Employee + Child(ren)	\$ 6.15	\$ 11.43

**New Rates (2024)**

Dental DHMO (F Schedule)	Employee Premium	Company Contribution
Employee Only	\$ 3.15	\$ 5.86
Employee + Spouse	\$ 5.41	\$ 10.05
Employee + Family	\$ 9.23	\$ 17.14
Employee + Child(ren)	\$ 6.15	\$ 11.43

**Current Rates (2023)**

Dental-Out-Of-Area	Employee Premium	Company Contribution
Employee Only	\$ 5.27	\$ 9.78
Employee + Spouse	\$ 10.60	\$ 19.70
Employee + Family	\$ 17.97	\$ 33.36
Employee + Child(ren)	\$ 13.38	\$ 24.86

**New Rates (2024)**

Dental-Out-Of-Area	Employee Premium	Company Contribution
Employee Only	\$ 5.16	\$ 9.57
Employee + Spouse	\$ 10.38	\$ 19.27
Employee + Family	\$ 17.58	\$ 32.65
Employee + Child(ren)	\$ 13.10	\$ 24.33

Jack Wilson      9-18-23

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

Kelly Tveter      9-18-23

Kelly Tveter                      Date  
Senior Director, Labor Relations & Safety  
NextEra Energy Inc