

**Stipulation of Agreement
September 12, 2025**

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 2026:

Current Rates (2025)

Dental PPO	Employee Premium	Company Contribution
Employee Only	\$ 5.58	\$ 10.37
Employee + Spouse	\$ 11.24	\$ 20.88
Employee + Family	\$ 19.04	\$ 35.36
Employee + Child(ren)	\$ 14.19	\$ 26.35

New Rates (2026)

Dental PPO	Employee Premium	Company Contribution
Employee Only	\$ 5.81	\$ 10.79
Employee + Spouse	\$ 11.70	\$ 21.72
Employee + Family	\$ 19.81	\$ 36.80
Employee + Child(ren)	\$ 14.76	\$ 27.42

Current Rates (2025)

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 (2026)


Dental DHMO (F Schedule)	Employee Premium	Company Contribution
Employee Only	\$ 3.27	\$ 6.06
Employee + Spouse	\$ 5.60	\$ 10.40
Employee + Family	\$ 9.55	\$ 17.74
Employee + Child(ren)	\$ 6.37	\$ 11.82

Current Rates (2025)

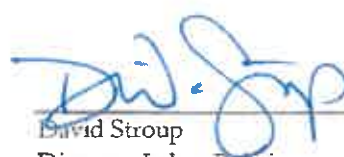
Dental-Out-Of-Area	Employee Premium	Company Contribution
Employee Only	\$ 5.58	\$ 10.37
Employee + Spouse	\$ 11.24	\$ 20.88
Employee + Family	\$ 19.04	\$ 35.36
Employee + Child(ren)	\$ 14.19	\$ 26.35

New Rates (2026)

Dental-Out-Of-Area	Employee Premium	Company Contribution
Employee Only	\$ 5.81	\$ 10.79
Employee + Spouse	\$ 11.70	\$ 21.72
Employee + Family	\$ 19.81	\$ 36.80
Employee + Child(ren)	\$ 14.76	\$ 27.42


 Jack Wilson
 Business Manager
 System Council U-4, IBEW

9/12/2025
 Date


 David Stroup
 Director, Labor Relations
 NextEra Energy Inc

9/23/25
 Date