

Memorandum of Understanding

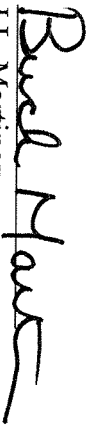
PTN Non-Licensed Operator Agreement

Incumbent Non-Licensed Operators at PTN will receive a lump sum payment of \$4,000.00 within two (2) pay periods following the ratification of the collective bargaining agreement. A second and final payment of \$4,000.00 will be made in the pay period of the first anniversary of the initial payment. The Company, at the sole discretion of the PTN Site Vice President, may increase the second payment by up to 100% in recognition of excellence in operations. Any such increase would apply equally to all employees covered by this agreement.

Employees receiving any of the above payments must remain an operator at PTN for one year following the payment or he or she will be required to repay the full amount to the Company. Exceptions due to promotions, transfers for company need, medical issues, retirement or others may be made upon joint agreement between the PTN Site Vice President and the President of Local Union # 359.

-Any current PTN Non-Licensed Operator who obtains a Nuclear Regulatory Reactor Operator's License or Senior Reactor Operator's License, subsequent to the second payment described above, may be eligible for a pro rata payment in accordance with the Memorandum of Understanding, PTN Licensed Operator Agreement

This agreement will remain in effect through October 31, 2008.



J.L. Martinez
Director, Labor Relations
Florida Power & Light


8-5-05

Gary J. Alexnavich
Business Manager
System Council U4, I.B.E.W.