

# Memorandum of Understanding

## Direct Hire into PSL License Operator Training Class

Due to specific and extenuating circumstances, the Company and Union agree that the individuals listed below will be provided the opportunity to accept an Utilityworker position at PSL should he or she fail to successfully complete the required training necessary to obtain a NRC Reactor Control Operator License.

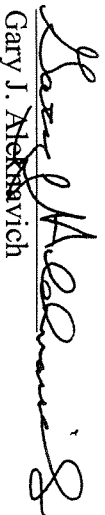
Should any of these employees fail training, he or she will be offered an Utilityworker position at PSL. Should the employee accept the position he or she will start at the minimum bracket hourly rate and such employee will be considered a Probationary Employee in accordance with Paragraph 2 of the Memorandum of Agreement.

The Company and Union agree that this Memorandum is not precedent setting

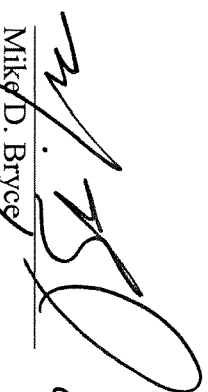
This option is provided to address this specific circumstance. An employee who does not accept an Utilityworker position shall be subject to termination from employment in accordance with the "Memorandum of Understanding, Direct Hire into PSL Licensed Operator Training Class", (page 56 of the Nuclear Supplement, 2004-2008 MOA)

### Affected Employees:

Jason Bourne  
David Cates  
Lauren Tinsman  
David Coggeshall  
Phillip Porter  
Michael Fradley

  
Gary J. Aleksavich

Business Manager  
IBEW, System Council U-4

  
Mike D. Bryce  
4/9/07  
Manager, Nuclear HR  
Florida Power & Light

April 9, 2007

Nuclear Division