



**LETTER OF AGREEMENT
EMPLOYEE ENGAGEMENT SURVEY**

Florida Power & Light Company and System Council U-4, IBEW are fully committed to a process that allows employees to express open, honest, and confidential opinions on mutually important issues. To ensure the support and active participation in engagement surveys by Bargaining Unit Employees, the Company and Union have agreed to the following:

1. To create open communications between the Company and the Union aimed at engaging and including employees in the process on an ongoing basis.
2. The entire process will be transparent and shared with the Union.
3. A cooperative, joint effort addressing employee concerns raised in the surveys will be maintained throughout the entire process to the fullest extent.
4. The survey results will be shared and discussed with the Union Leadership.
5. Engagement initiatives identified during the survey process that may be subject to negotiations can be addressed by mutual agreement between the Company and Union.
6. The Bargaining Unit Employee Inclusion document will be reviewed, updated, and adhered to for future Corporate Surveys.

The Company and Union will continue to discuss improvements to the administration of engagement surveys and how best to maximize Union and Employee participation. Either party may terminate this agreement with 30 days written notice.

For the Union

For the Company

Gary J. Aleknavich April 14, 2011
Business Manager
System Council U-4 IBEW

Shaun Francois April 14, 2011
Executive Vice President Human resources
Florida Power & Light Company