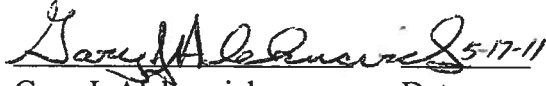



Letter of Agreement
George L. Lisowicz – Maintenance Worker

It is mutually agreed that George L. Lisowicz, seniority February 1, 1967, an employee who is presently in the Utility Worker classification and meets the jointly agreed to "Job Criteria" of a Maintenance Worker classification will convert to the Maintenance Worker classification on May 14, 2011 at his present location. As written in the job criteria the Maintenance Worker will be required to travel to other locations as workload requires.

	<u>5-17-11</u>		<u>5/17/11</u>
Gary J. Aleknavich	Date	Brendan Callaghan	Date
Business Manager		Director, Safety & Labor Relations	
SCU4, IBEW		NextEra Energy, Inc.	