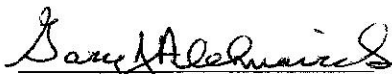



## Letter of Agreement

### NP-400, Revision 15

July 30, 2009

The union has reviewed the proposed changes to Nuclear Policy 400, Fitness for Duty, Revision 15, and is in agreement with same.

 7/30/09  
Gary J. Aleknavich Date  
Business Manager  
System Council U-4, IBEW

 7/30/09  
for Brendan Callaghan Date  
Director, Safety/Labor Relations  
Florida Power & Light