

MEMORANDUM OF UNDERSTANDING

NERC – Critical Infrastructure Protection Standards

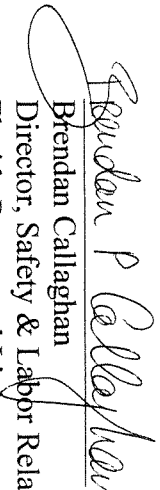
In accordance with NERC-Critical Infrastructure Protection Standard (CIP) the company will:

Conduct a Personnel Risk Assessment (PRA) on all employees with authorized cyber or authorized unescorted physical access to Critical Cyber Assets. The PRA shall include a seven (7) year criminal background check and social security number verification.

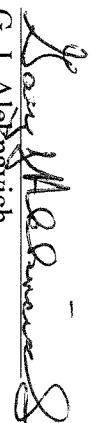
The PRA will be conducted in accordance with the Cyber Security Standards CIP 004 R3, and shall take affect within 30 days of the signing of this Memorandum of Understanding. Initially, the PRA shall be conducted on all designated employees who work at the LFO, with PRAs on other designated employees to follow.

The company will contract with a 3rd-party vendor to perform background checks every 7 years on employees with unescorted access to critical facilities or access to critical systems. The 3rd-party vendor will report convictions.

The background check process will be initiated by the vendor electronically via email from the vendor to the employee. The vendor will request a signature advising of the employee's consent. Those employees who prefer paper over electronic will be accommodated. Those employees refusing to consent to this process will be required to find another job within 45 days of their refusal. Background information obtained by the 3rd-party vendor will be handled in accordance with the company's existing policies and procedures. Employees who self report arrests (not reported in accordance with existing policies) will be assessed under existing policies.


Brendan Callaghan
Director, Safety & Labor Relations
Florida Power and Light

10-23-09
Date


G. J. Aleknavich
Business Manager
System Council U-4, IBEW

10-23-09
Date