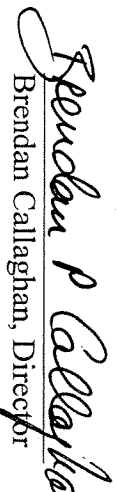


**LETTER of AGREEMENT
CAREER PATH DISTRIBUTION DISPATCHER**

The Director of Labor Relations and the Business Manager of System Council U-4 mutually agree to establish a joint committee for the purpose of exploring interests, opportunities, and the feasibility of developing a career path in the Distribution Dispatcher classifications.

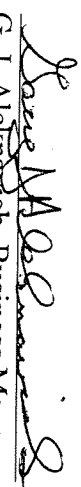
It is mutually agreed that a committee of two Union and two Company representatives will be appointed. This committee will recommend whether or not to establish a career path. Based on the recommendation the Company and Union will determine the need for further committee involvement.

This committee will convene within 60 days of ratification of the contract.


Brendan Callaghan, Director
Safety & Labor Relations, FPL

Date

12/8/09


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

Date

12/8/09