


MEMORANDUM OF UNDERSTANDING

EXTENSION AGREEMENT

In accordance with the oral agreement reached on November 29, 2016, it is hereby agreed between Duke Energy Florida, Inc. (the "Company") and the International Brotherhood of Electrical Workers, System Council U-8 (the "Union") that all terms and conditions of the 2013-2016 Memorandum of Agreement ("MOA") shall be in full force and effect through 11:59 p.m. on December 11, 2016.

In the event that the MOA expires on December 12, 2016, neither party will initiate a work stoppage, including a lockout or strike of any type, unless first giving a seven (7) day advance notice in writing to the other party. In the event such notice is given and the seven day time period has expired, the parties shall have all legal rights available to them relating to a work stoppage. If either party engages in a work stoppage without providing such notice, the other party shall be entitled to injunctive relief and recovery of any damages resulting from such noncompliance.

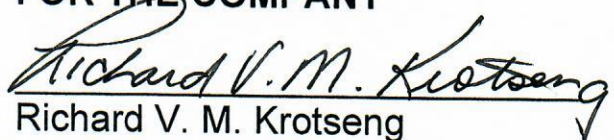
FOR THE UNION



Scott M. Demetree
Business Manager
IBEW System Council U-8

11/30/2016
Date

FOR THE COMPANY



Richard V. M. Krotseng
Director, Labor Relations
Duke Energy Florida

11/30/2016
Date