

# Memorandum of Understanding

## Solar Tech Intra-Regional Transfer Opportunity

This Memorandum of Understanding (MOU) is agreed to between Duke Energy Florida, LLC ("Company") and the IBEW System Council U-8 ("Union"). The purpose of this MOU is to provide a one-time opportunity for current Solar Technicians to transfer to a different location within their assigned region prior to management posting net new positions in the available locations. Unless specifically addressed below, all other terms and conditions of the Memorandum of Agreement (MOA) shall remain in force and effect.

- Solar management will be posting several net new positions in all four regions (North, South, West and Central) in the upcoming months. Prior to posting the Solar Tech positions in accordance with Article III, Section 7 of the MOA, existing employees holding a Solar Tech classification (Solar Tech I, II or III) will be offered the opportunity to move to one of the available locations within their current assigned region.
- Management will share the list of available locations where position(s) will be posted with all Solar Techs. Any Solar Tech interested in moving to one or more of the available locations, within their region, must inform management and provide location preference (e.g., 1<sup>st</sup> choice, 2<sup>nd</sup> choice, etc.).
- Selections will be made, within each region based upon Production Department (01) seniority of the interested employees.
- Once selections are made, the resulting vacancies will be posted in accordance with Article III, Section 7 of the MOA.
- Transfer dates of selected employees will be established by management. Based on operational need, management may delay the transfer of any employee to ensure their current location has sufficient coverage while the hiring process is underway.
- In accordance with Article III, Section 6, selected employees will not be eligible for moving expenses.

For the Company

Brandi Alexander

Date: 12/20/2024

For the Union

Philip [Signature]

Date: 12/20/2024