



FPL

Florida Power & Light Company, 700 Universe Boulevard, Juno Beach, FL 33408

TO: Gary J. Aleknavich, Business Manager, System Council U4, IBEW
FROM: Rick Curtis, Labor Relations Manager, FPL
RE: Arrest Reporting

In an effort to address concerns the following clarification will apply to non nuclear employees:

1. Prior to 1996 there was not a requirement to report arrests.
2. Starting in 1996 the requirement was to report felony arrests.
3. November 2, 1998 the requirement was to report any arrests as noted in the bargaining unit employee handbook.

Employees having arrests that did not require reporting as noted in items 1 & 2 will not be penalized if the arrest is revealed at a later date and the employee has not falsified any document or violated existing policies and procedures.

Employees complying with arrest reporting requirements should expect an investigation into the charges. Employees reporting arrests will be suspended while the company determines if a nexus to employment exists.

Nuclear would not apply due to the requirements placed on them by regulatory agency(s). Employees gaining access to nuclear facilities are advised of the requirements at the time of application and continuous training.

A handwritten signature in black ink, appearing to read 'Richard D. Curtis'.

Richard D. Curtis, Manager
Labor Relations Department
Florida Power & Light Company

June 6, 2007

Date