



August 5, 2021

Letter of Agreement  
CONTRACT EXTENSION

The International Brotherhood of Electrical Workers, Local 1837 (hereafter the "Union") and NextEra Energy Maine Operating Services, LLC (hereafter the "Company") who are parties to a collective bargaining extension agreement that took effect on September 18, 2018 have agreed to extend the terms of that existing agreement as follows:

- The Company and the Union agree to extend the terms of the existing collective bargaining agreement for a period of three (3) years from October 30, 2021 through October 30, 2024.
- The base wage increase for active, regular, full-time employees will take effect in accordance with the below scheduled:

| <u>Increase</u> | <u>Effective Date</u> |
|-----------------|-----------------------|
| 1.5 %           | October 23, 2021      |
| 1.49 %          | October 22, 2022      |
| 1.5 %           | October 21, 2023      |

- A first-time ratification bonus of \$750 will be paid to active, regular, full-time employees on payroll upon execution of this agreement to be paid within 30 days of the ratification. It is the intent of the Union to complete the ratification vote by August 6, 2021.

With the exception to the agreed modifications above, all other terms and conditions of the collective bargaining agreement shall remain in effect.

Handwritten signature of Renee Gilman in black ink.

Renee Gilman  
Assistant Business Manager, IBEW  
Local 1837

Handwritten signature of Kelly D Tvetter in black ink.

Kelly D Tvetter  
Director, Labor Relations & Safety  
NextEra Energy, Inc.

NextEra Energy Operating Services, LLC

700 Universe Boulevard, Juno Beach, FL 33408