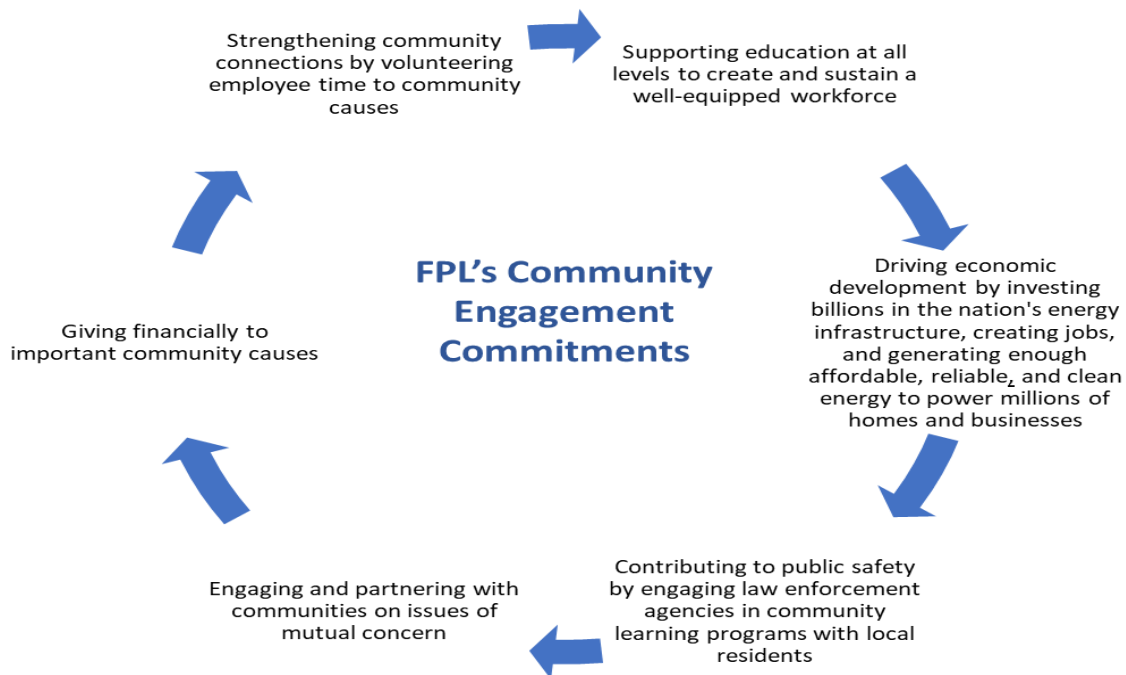


Community Benefits Plan: Job Quality and Equity

1 Community and Labor Engagement

Since its founding in 1925, FPL has been passionate about ensuring that both investments and operations have a positive impact on the communities it serves. Examples of FPL's ongoing community engagement commitments include:



Commitment to Community Engagement Under this Project. Working with community leadership and stakeholder groups, FPL will continue to leverage existing community organization relationships and commitments as a part of its Community Benefits Plan in order to achieve specific positive impacts and benefits while minimizing any negative impacts. These positive community impacts and benefits will include, but not be limited to, the following:

- Community engagement forums and programs to educate stakeholders on project planning, progress, and impacts and facilitate broad community support.
- Protocols to enable access to FPL's dedicated community engagement team to relate any concerns about project plans and goals.
- Engagement processes whereby community concerns and negative project impacts are resolved, and measures are established to mitigate recurrence.
- Specific investment in local community advancement efforts, such as: Science, Technology, Engineering, and Math ("STEM") education, improvements to open spaces, and enhanced public transportation.

Current and Ongoing Community Engagement Initiatives. Florida Power & Light and Florida International University (FIU), the largest Minority Serving Institution (MSI) in Florida have collaborated in supporting regional research, education and community engagement initiatives for many decades. One notable outcome from this collaboration is that in the last 5 years alone, more than 85 students were hired by FPL, including individuals from disadvantaged communities.

FPL is committed to supporting the communities it serves to help make them better places to live, work, and raise a family. One way FPL accomplishes this is by supporting education programs in our host communities that enrich students' experiences, as it relates to science and math programs, and which often helps break down barriers to opportunity.

- **K-12 STEM Classroom Makeover Grants.** This grant provides transformational learning opportunities for Black students in a classroom setting. Funds are available to address needs in infrastructure, technology, or resources (*i.e.*, software, equipment, books, training of teachers, tutors, paraprofessionals) to advance the STEM curriculum and increase exposure of STEM education and careers to Black students. A \$50,000 grant to update technology to a 21st century learning environment, advance curriculum, and increase exposure of Black students to STEM.
- **4-8 FPL Energy Curriculum Integration.** In partnership with Ohana Solutions, FPL will expand this program to provide deeper understanding of energy concepts with a robust curriculum for fourth, fifth, and sixth grades covering energy standards in science, English language arts, and math. As a next step, FPL expects to expand the FPL Energy Curriculum Integration to seventh and eighth grades. The free, open-source online curriculum is designed to ensure that students have a deeper understanding about the importance of energy and all its forms. This curriculum can be used by any interested teacher or school district and contains lessons and activities that can be used in the classroom or as a demonstration.
- **K-12 Innovative Technology School Sponsorship Program.** FPL is proud to provide a scholarship opportunity to reward FIRST® students whose experience has inspired their interest in an engineering or information management career. One \$5,000 renewable scholarship will be awarded to a high school senior who has two or more years in a FIRST Technology Challenge (FTC) or FIRST Robotic Competition (FRC) program in FPL's service area. A weighted cumulative GPA of 3.0 is required to apply, and students must maintain a 3.0 GPA to renew each year. Before the award is paid out, the winning student must be accepted to an accredited four-year college or university majoring in information science (or related field) or engineering.
- **Community Based Organization/STEM Enrichment Scholarships.** FPL invests in and continues to extend current scholarship programs through the Southeastern Consortium for Minorities in Engineering (SECME), the American Association of Blacks in Energy (AABE), and the United Negro College Fund (UNCF). Examples of FPL engaging with local state colleges include:
 - Pledging \$800,000 in scholarships for Miami Dade College (MDC) Black students to facilitate the completion of baccalaureate degrees in the technology field.

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- Providing job opportunities for Broward College students completing the Engineering Technology AS degree program.
- Awarding \$800,000 to Palm Beach State College to break down barriers for underserved communities and to bolster diversity in STEM.

Commitment to Labor Engagement Under this Project. FPL will also continue:

- Working with International Brotherhood of Electrical Workers (IBEW) and the building trades to ensure our workforce remains aligned, collaborative, and supportive in a manner that enhances access to quality jobs.
- Commitment to pay at FPL's negotiated wages.
- Continue to provide training to develop the local workforce with the skill sets to perform jobs at FPL facilities in the clean energy industry in general.
- Engagement with local high schools, workforce agencies, community colleges, and labor organizations to promote STEM initiatives relevant to the development of a skilled local workforce.
- Engagement with Federal, State, and Local business groups to facilitate maximum access for local suppliers and vendors, including minority-serving or owned organizations and businesses.

1.A Resource Summary

FPL's commitment to support diversity and disadvantaged communities is embedded in the company's diversity and inclusion initiatives. FPL has established a dedicated team within the External Affairs-Economic Development business unit. The Corporate Philanthropy Community team, led by Juliet Roulhac and Whitney Walker, manages the Programs That Make A Difference (PTMAD), which support educational and vocational opportunities for the Black community. Targeted investments identified in table 1 under the K-12 STEM Classroom Makeover Grants, 4-8 FPL Energy Curriculum Integration, K-12 Innovative Technology School Sponsorship Program, and Community Based Organizations/STEM Enrichment Scholarships will go to increase program reach and expand initiatives in progress. Through PTMAD, FPL works closely with various program partners to drive engagement and investments in programs that are making a difference in the communities that FPL serves. Some of these partners include Education Foundation across the State of Florida, Ohana, First Robotics, Drones in Schools, AABE, SECME, MDC, Broward College, the Urban League of Broward County, and the Urban League of Palm Beach County.

2 Investing in the American Workforce

2.A Plan to Attract, Train, and Retain a Skilled and Well Qualified Workforce

FPL has a long history of creating quality jobs and training opportunities as a key strategy for attracting and retaining a skilled workforce necessary for the successful modernization and operation of the electric grid.

FPL offers competitive negotiated wages and benefits and works closely with the International Brotherhood of Electrical Workers (IBEW) and the building trades to ensure a strategic and collaborative alignment to attract, develop, and retain a skilled and qualified workforce.

One of the core corporate values at FPL is safety. Creating a safe work environment is crucial to attracting and retaining skilled workers. The company's top priority is to ensure that all safety protocols are in place and that workers have the necessary personal protective equipment. FPL views safety as job #1 and is committed to fostering a safety culture where all injuries are preventable, and employees go home to their families the same way they came to work. FPL's company-wide ZERO Today safety culture focuses on employees taking personal responsibility to report unsafe conditions and near misses, to offer constructive peer-to-peer coaching, to eliminate distractions, and to help model and mentor safe behavior.

2.B Disclosure of Prior Violations

FPL has not been cited for any labor and wage violations by any governmental entity over the past two years. The company stays current with changes to labor laws and regulations and ensures that all employees and managers are trained in relevant labor laws and regulations. Additionally, FPL encourages a culture of compliance by making it a priority and holding all employees accountable for compliance with labor laws and regulations.

2.C Workers' Right to Form and Join Unions of Their Choosing

FPL respects the role of unions and fully understands the value of creating a workplace culture that promotes a fair and just working environment. Disputes between the IBEW and FPL are handled through a grievance process which requires the parties to discuss the issues in controversy at many points throughout the process before ultimately moving to binding arbitration if not resolved.

2.D Job Retention, Transition, and Other Workforce Development

FPL works tirelessly to build a diverse pipeline of talent for jobs across its service area, including jobs in engineering and within the trades to support project execution and facility operations. FPL has a long and successful history of collaborating with its community and labor partners to provide access to skilled jobs in the clean energy sector. In partnership with the IBEW, FPL's internal technical training department, and local educational providers it is committed to providing training and education opportunities for our local workforce. Reskilling, where required, is accomplished through on-the-job training, investment in new apprenticeship programs, and partnerships with the local community college system to build a clean energy curriculum and sustainable talent pipeline.

In 2021, FPL's PTMAD initiative invested \$3.3 million in programs that make a difference in Black communities. From that investment, \$1.6 million was invested in education through 11 new programs focused on STEM, Historically Black Colleges and Universities (HBCUs), and academic proficiency. To support scholars to excel in STEM, leadership, and energy careers, 10 new scholarship programs were established.

FPL and NextEra will continue workforce development actions to break down barriers and bring opportunities for underserved communities and underrepresented groups of society:

- FPL will partner with Florida International University (FIU) to conduct analysis, measurements, and other project-related activities.
- Provision of technical and financial support for STEM programs to prepare local and regional youth to enter technical career paths or pursue higher learning in STEM fields.
- Collaborative clean energy technology curriculum development with Palm Beach State College, Indian River State College, Miami Dade College, and Broward College.
- Partnership with Indian River State College and the IBEW to support apprenticeship and credentialing programs supporting the construction and technical trade skill sets needed in the clean energy sector.
- Hiring outreach programs targeting minorities, women, and chronically poor communities to promote and subsidize enrollment in technical training programs.
- Collaboration with community leaders and social services agencies to conduct outreach to low- and middle-income neighborhoods in the host communities.
- Engage with programs to promote the development of local and regional small businesses and to target minorities, women, and chronically poor communities to promote and subsidize enrollment in technical training programs. Program outreach will include American Association of Blacks in Energy (Florida) Workforce Energy Academy; Black Girls CODE Technology Career Readiness Program; Florida College Access Network Local Career Readiness Program; National Urban League Clean Energy Workforce Program; and Broward College Minority Male Initiative (MMI) STEM Program.
- Engage with small business associations, chambers of commerce, and other small business groups to promote the development of local and regional small businesses to serve the clean energy sector.
- Establish small business incubators that can leverage local and regional talent and funds to develop new businesses that can serve the needs of the clean energy industry.
- Partnership with the local workforce centers.

2.E Resource Summary

FPL's commitment to diversity and disadvantaged communities is embedded in the company's diversity and inclusion initiatives. FPL has a dedicated team within the External Affairs-Economic Development business unit, The Corporate Philanthropy Community team, led by Juliet Roulhac and Whitney Walker, which manages the Programs That Make A Difference

(PTMAD) and works closely with various program partners to drive workforce development opportunities. Some of these partners include 100 Black Men of America, AABE, SECME, MDC, Broward College, Palm Beach State College, the Urban League of Broward County, and the Urban League of Palm Beach County.

3 Diversity, Equity, Inclusion, and Accessibility (DEIA)

NextEra Energy, Inc. (NextEra), FPL's parent company, has a long history of promoting the use of diverse suppliers through its supplier diversity program. The company actively pursues opportunities and cultivates relationships with small, disadvantaged, women-owned, HUBZone, veteran- and service-disabled veteran owned, and minority-owned business enterprises. NextEra has been recognized for its commitment to corporate excellence and diversity and received the U.S. Department of Labor's HIRE Vets Platinum Medallion award for the third year in a row for excellence in hiring and retaining veterans. Additionally, Forbes and Statista named FPL to the 2021 list of America's Best Employer's for Veterans for the second year in a row.

NextEra highly values diversity of thought, style, technical and functional capabilities and leadership. When talented employees from varied backgrounds are engaged and contributing to the business success, everyone benefits. NextEra is committed to maintaining an inclusive work environment that is free from discrimination and harassment on the basis of race, color, age, sex, pregnancy (including lactation, childbirth or related medical conditions), national origin, religion, marital status, sexual orientation, gender identity, gender expression, genetic information, citizenship status, physical or mental disability or protected veteran status, or any other characteristic protected by applicable federal, state or local law.

In 2022, NextEra established a diversity and inclusion goal for leaders to promote diversity and foster an inclusive culture. The NextEra board also focuses on diversity in the company's talent pipeline and reviews the diversity metrics of our internship program. Diverse board members also speak to employee resource groups and other employee forums. As of year-end 2021, women represented 24% of our workforce and minorities represented 39% of our workforce. The company also actively focuses on increasing diversity of company management. Women represented 26% of our management team and minorities represented 28% of the management team, as of year-end 2021.

Supplier diversity is a companywide strategic business practice to support customer satisfaction, strengthen economic impact for underrepresented communities, and bolster corporate brand and reputation. NextEra's investment in diverse supplier procurement has been close to \$2 billion for U.S. based for-profit business that are at least 51% owned, operated and controlled by small businesses, minority-owned business enterprises (\$848M), and women-owned business enterprises (\$364M).

NextEra has several corporate-wide initiatives to advance DEIA:

- Committing over \$200 million to minority-owned business and expects to continue to invest \$100 million per year going forward.

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- Supporting over 40 strategic programs that make a difference in Black communities in STEM education, workforce development, equitable justice, community development, and economic mobility for Black communities nationwide.
- Hiring, retention, and promotion of Black employees to ensure we have access to excellent, diverse talent to advance the future of energy.
- Focusing on tribal/Indigenous relations to proactively avoid and resolve issues, support tribal economic and community needs, educate internal personnel and consultants, and help support tribes' energy development interests.

DEIA specific initiatives to the Smart Grid Manhole and Vault Monitoring revolve around:

- Partnering with FIU to conduct reliability analysis, focused on tracking benefits impacting disadvantaged communities.
- Collaborating with FIU to track Justice40 metrics.
- Working with Education Foundation across the State of Florida, Ohana, First Robotics, Drones in Schools, AABE, SECME, MDC, Broward College, the Urban League of Broward County, and the Urban League of Palm Beach County to drive engagement and investments in programs

3.A Resource Summary

FPL will partner with Florida International University (FIU) to conduct reliability analysis, including verification and validation of project objectives. This effort will be led by Dr. Arif Sarwat, Eminent Scholar Chaired Professor and Director of FPL-FIU Solar Research Center, who has 10 years of industry experience with Siemens and 15 years of academia experience to conduct analysis, verification, and validation of the energy reliability and resiliency. He was a key contributor to FPL's Energy Smart Florida \$800 million, partially funded by DOE, resulting in the largest smart grid implementation in the United States. The Corporate Philanthropy Community team, led by Whitney Walker, manages the Programs That Make A Difference (PTMAD) in support of FPL's strategic plan for supporting diversity.

4 Justice40 Initiative

4.A Identification of Disadvantaged Communities

In the FPL service area, there is a significant concentration of disadvantaged communities in the most populous counties of Miami-Dade, Broward, and Palm Beach. **According to the Climate & Economic Justice Screening Tool (CEJST), approximately 3.1 million people (60% of the population) living in those counties are in disadvantaged communities as depicted in Table 2.** This presents an opportunity for FPL to continue to invest in projects that improve reliability and resilience in these communities.

| FPL Service Area | Vault Switches | Population | Population in DACs | Percent of Population in DACs |
|-----------------------|----------------|------------|--------------------|-------------------------------|
| Miami-Dade | 792 | 2,699,428 | 1,866,585 | 69% |
| Broward | 182 | 1,926,205 | 725,549 | 38% |
| Palm Beach | 65 | 1,465,027 | 494,721 | 34% |
| Sub-Total | 1,039 | 6,090,660 | 3,086,855 | 60% |
| Rest of FPL Serv Area | 53 | 6,821,746 | 2,032,846 | 30% |
| Total | 1,092 | 12,912,406 | 5,199,701 | 40% |

Table 2

The deployment of intelligent device solutions will primarily be focused on the tri-county area of Miami-Dade, Broward, and Palm Beach counties where 95% of vault facilities are located. Table 2 identifies the number of vaults and corresponding disadvantaged communities that will receive direct benefits from the Smart Grid Manhole and Vault Monitoring project investments. Maps sourced from the CEJST.

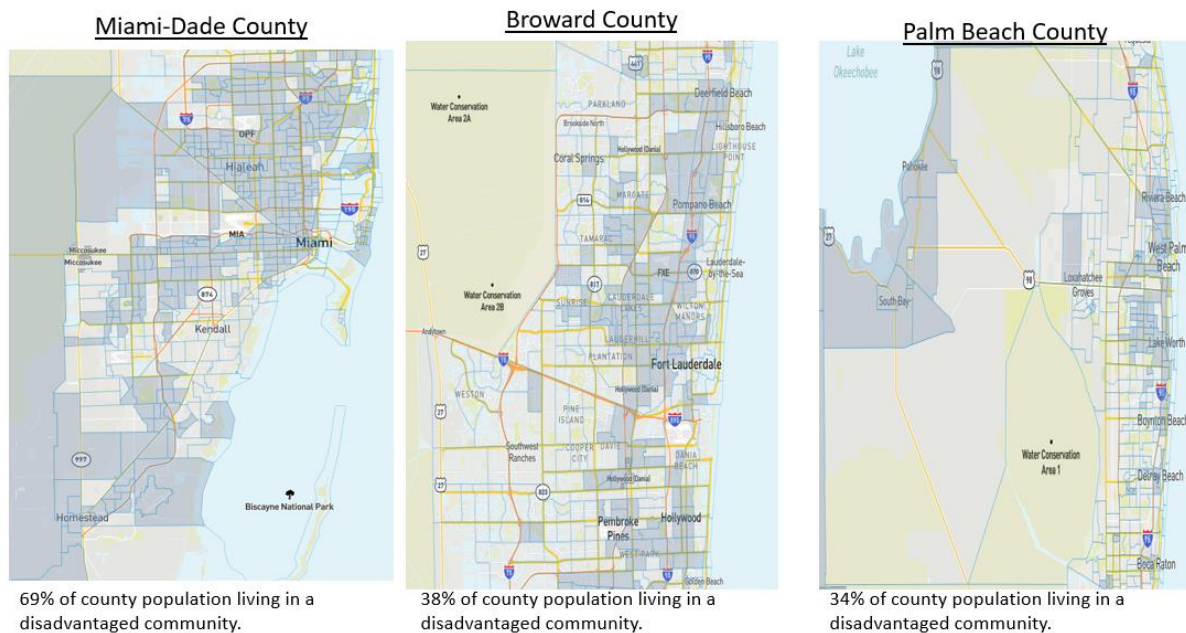


Figure 1

4.B Identification of Quantifiable, Measurable, and Trackable Benefits

(1) **A decrease in energy burden:** Better use and fault detection of underground electrical infrastructure is a more efficient method of power transmission compared to overhead cables, which are more susceptible to weather-related disruptions. As a result, the optimization of underground infrastructure can lead to fewer power outages and disruptions.

(2) **An increase in high-quality job creation, the energy job pipeline, and job training for individuals:** FPL and EPSi-FIU's comprehensive framework to establish and implement a pipeline for energy jobs will have significant impacts in developing America's workforce. These include investing in workforce education and training, labor-management training programs, registered apprenticeships, partnerships with community colleges, and sector-based approaches to workforce development.

(3) **An increase in energy resilience including reduced outage frequency and/or duration:** In this project, an increase the capacity and reliability of the electrical grid in disadvantaged communities by replacing aging infrastructure with new, more resilient technology is envisioned. This can be achieved by laying underground cables and installing monitoring systems in vaults to prevent power outages and reduce the need for frequent maintenance.

The new Manhole Monitor technology will enable faster fault location detection and remote diagnostic data interrogation. Its modular design will enable the company to update equipment as technology changes. This new technology will bring similar reliability benefits found in Overhead Fault Current Indicators to challenging environments in underground manholes.

The vault monitor enhancements will fortify the grid by reducing unplanned outages and by reducing outage duration. By monitoring transformer health in vaults (comparable to how we monitor substation transformers), FPL will improve grid reliability.

Leveraging the long-standing relationship between FPL and FIU, PhD students from FIU's Energy Power Sustainability & Intelligence (EPSi) will develop tools to conduct reliability analysis with artificial intelligence and machine learning tools. This would involve the practical application of AI/ML algorithms to predict potential equipment failures before they occur, allowing for proactive maintenance and reducing the likelihood of unplanned downtime. Using sensor data, machine learning models will identify patterns to predict component failure, enabling opportunities to take corrective actions before an outage occurs and thereby improving reliability targets. FIU research efforts will focus specifically on studying resiliency and reliability metrics impacting disadvantaged communities.

4.C Anticipated Negative and Cumulative Environmental Impacts on DACs

The Smart Grid Manholes and Vault Monitoring project is intended to accelerate and enhance ongoing resiliency programs to minimize grid impacts from major storms. The monitoring devices will be deployed on existing infrastructure and is not expected to have or create any negative impacts. The project will not require any excavation or construction that would have an impact on the environment. The project does not foresee any plans for construction, installation, and/or demolition activities. FPL does not expect any impacts to roads, utilities

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system rights-of-way, parking lots, buildings, laboratories, storage tanks, fueling facilities, underground wells, pipelines, or other structures.

4.D How and When Benefits are Expected to Flow to DACs

The benefits of the MVMP project will flow directly to multiple DACs within FPL's service territory. Project implementation will include prioritization of activities to maximize enhancements of underground infrastructure in DACs and tracking of completed installations in DACs. The anticipated project benefits related to training and workforce development will begin to flow within the first year of the project. Benefits related to a reduction in environmental burdens and increased resiliency will flow to DACs on a phased basis over the life of the project as installations are completed.

| Justice40 Plan Metric | Expected Benefit to DACs |
|---|--|
| A decrease in energy burden | Better use and fault detection of underground electrical infrastructure can lead to fewer power outages and disruptions. |
| An increase in high-quality job creation, the clean energy job pipeline, and job training for individuals | Significant investments in workforce education and training, which includes labor-management training programs, partnerships with community colleges, and sector-based approaches to workforce development |
| An increase in energy resilience including reduced outage frequency and/or duration | Replacing aging infrastructure with new, more resilient technology will increase the reliability of the electrical grid in disadvantaged communities. |

4.E Resource Summary

FPL will partner with FIU in tracking Justice40 metrics to demonstrate benefits for disadvantaged communities. This effort will be led by Dr. Arif Sarwat, who was a key contributor to FPL's Energy Smart Florida \$800 million, partially funded by DOE, resulting in the largest smart grid implementation in the United States. Please reference Table 1 for budgeted contributions to the Community Benefits Plan.

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5 Community Benefits Plan SMART Milestones

The Community Benefits Plan SMART milestones are centered around generating workforce development opportunities, engaging communities, and advancing diversity, inclusion, and accessibility for underrepresented members of society. The milestones, listed in table 4, measure the incremental program reach for the collective impact of the MVMP activities on communities and DACs in general, as well as specific impacts for underrepresented individuals through targeted investment activity. In total, **FPL projects that these targeted investments will directly impact 6,465 program recipients across various investment programs.**

| Specific | Measurable | Attainable | Relevant | Time-Bound |
|---|---|---|--|---|
| FPL and FIU will develop the Smart Grid Manhole and Vault Monitoring System. | Collect vault data on temperature, voltage, current, and motion detection. | A team of 11 post-doctoral, PhD, graduate, and undergraduate students will leverage FIU's expertise and leadership to achieve success. | Collected data will result in the ability to manage, analyze, and effectively identify appropriate responses to incidents. | Smart Grid Manhole and Vault Monitoring System will be developed during budget period 1 and research and analysis will start in budget period 1 and continue through budget period 3. |
| FIU will develop DEIA resilience and reliability metrics impacting disadvantaged communities. | Develop machine learning algorithms such as decision tree, random forest, support vector machine, and neural network algorithms. | | Identify patterns, data relationships, provide predictive analytics, allowing for proactive maintenance and response to potential issues in DACs. | |
| Expand FPL's K-12 STEM Classroom Makeover Grant Recipient Programs. | Increase the number of K-12 STEM Classroom Makeover grants. The incremental funding identified through the Smart Grid Manhole and Vault Project will directly impact 1,250 new recipients per year. | This is an existing and successful program that FPL to advance the STEM curriculum and increase exposure of STEM education and careers to Black students. | Classroom Makeover grants provide transformational learning opportunities for Black students in a classroom setting. | Classroom Makeover grant expansion will be funded through all budget periods with an annual goal of directly impacting 1,250 student recipients per year. Total of 3,750 for all budget periods. |
| Expand FPL's 4-8 FPL Energy Curriculum. | Increase the number of 4-8 FPL Energy Curriculum recipients. The incremental funding identified through the Smart Grid Manhole and Vault Project will directly impact 250 recipients per year. | The existing free, open-source online curriculum is designed to ensure that students have a deeper understanding about the importance of energy and all its forms. | Program provides deeper understanding of energy. The curriculum can be used by any teacher or school district and contains lessons and activities that can be used in the classroom or as a demonstration. | The 4-8 FPL Energy Curriculum expansion will be funded through all budget periods with an annual goal of directly impacting 250 student recipients per year. Total 750 for all budget periods. |
| Expand FPL's K-12 Innovative Technology School Sponsorship Program. | Increase the number of K-12 Innovative Technology School Sponsorship Program recipients. The incremental funding identified through the Smart Grid Manhole and Vault Project will directly impact 19 recipients per year. | The existing program awards a \$5,000, renewable scholarship to a qualifying high school senior who has two or more years in a FIRST Tech Challenge or FIRST Robotic Competition (FRC) program in FPL's service area. | The sponsorship program provides opportunities for K-12 students to participate in FIRST Tech and FIRST Robotic challenges geared to build excitement around science, engineering and technology skills. | The K-12 Innovative Technology School Sponsorship Program expansion will be funded through all budget periods with an annual goal of directly impacting 19 student recipients per year. Total of 57 for all budget periods. |

Table 4