

KS-3 Position-to-Market (2015 Base Pay) Overview

- Employee dataset as of November 21, 2015 and associated benchmark info aged to Jan 1, 2016
- An aging factor of 3.0% was applied to the survey data; aging factor aligns with 2015-16 WorldatWork Annual Salary Budget Survey
- Includes executives (A1) included, belonging to Florida Power & Light Company
- 5,801 employees included in dataset; 4,355 exempt employees (inclusive of 23 A1 Officers); 1,446 nonexempt employees
- 5,801 employees included in dataset; 4,355 exempt employees (inclusive of 23 A1 Officers); 1,446 nonexempt employees

KS-4 Merit Pay Program 2013 to 2015 Overview

- Exhibit KS-4 illustrates the FPL non-officer annual merit and incentive payout as a percentage of base pay with like comparison to market data for paid in years 2013-2015
- Market Source Data:
 - 2014-15 United States WorldatWork Annual Salary Budget Survey
 - 2015-16 United States WorldatWork Annual Salary Budget Survey
 - Data Cut: Median, All Industries, Revenue: More than \$10 billion
 - Merit Increase: All employees 3.0%
 - Variable Pay, Exempt (ES):
 - 2013 Percent Paid 13.8% (Source: 2014-15 Survey)
 - 2014 Percent Paid 13.9%; 2015 Projected Percent Paid 13.0% (Source: 2015-16 Survey)
 - U.S. survey participation rates: 2,000+ responses
- FPL Source Data:
 - FPL merit base and variable pay data are derived from system reporting tools used to generate Executive reporting and business unit payment reconciliation.
 - Base represents the median of total merit increase (merit increase and merit lump sum payments)
 - Variable represents the median annual incentive awarded