

REDACTED

FPL 144561 - CONFIDENTIAL

PERN	Executive Name	Job Title	Group / FPL	Group Officer	FPL Officer	a. Base Salary Net of AMF	b. Stock Awards Net of AMF	c. Option Awards Net of AMF	d. Non-equity Incentive Comp. - Net of AMF	e. All Other - Net of AMF	f. Total Compensation - Net of AMF	g. Allocated to FPL - Net of AMF
1	HAY, LEWIS, III	Chairman & CEO, FPL Group	Group	x	x	\$ 863,680	\$ 4,859,283	\$ 515,947	\$ 1,378,800	\$ 35,877	\$ 7,653,587	\$ 7,653,587
2	ROBO, JAMES L.	President & COO, FPL Group	Group	x	-	\$ 519,513	\$ 1,540,860	\$ 357,087	\$ 660,169	\$ 14,028	\$ 3,091,658	\$ 3,091,658
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4	PIMENTEL, ARMANDO, JR.	Exec VP Finance & CFO	Group	x	x	\$ 307,182	\$ 638,850	\$ 119,029	\$ -	\$ 42,041	\$ 1,107,103	\$ 1,107,103
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23	STALL, J. ARTHUR	Exec VP Nuclear Division	Group	x	x	\$ 293,612	\$ 705,492	\$ 97,119	\$ 224,046	\$ 7,781	\$ 1,328,050	\$ 1,328,050
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28	OLIVERA, ARMANDO J.	President & CEO, Florida Power & Light	FPL	-	x	\$ 593,185	\$ 1,605,787	\$ 345,312	\$ 651,786	\$ 14,954	\$ 3,211,024	\$ 3,211,024
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Total						\$ 11,021,967	\$ 18,618,564	\$ 1,884,412	\$ 7,823,337	\$ 1,350,793	\$ 40,699,073	\$ 40,699,073

Notes:

- Imputed dividends are not included, because they are not paid by FPL.
- The column entitled "All Other" includes bonuses other than non-equity incentive compensation and other compensation.
- One Officer of FPL, Kim Ousdahl, Controller, is not included this summary. That is because she is budgeted within the general employee population and there is no specific estimates for her annual incentive or Long Term Incentives (LTI) expenses.
- Deferred Compensation is not budgeted on a individual executive basis and not included into this analysis.
- Only active employees are included
- For 2008, stock options are based on '09 grant values, lowered by a 4% year over year growth rate. This is because the data used to develop this response did not contain stock option information
- The Officer List is based on the Officers as of April 13, 2009

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FPL 144562 - CONFIDENTIAL

PERN	Executive Name	Job Title	Group / FPL	Group Officer	FPL Officer	a. Base Salary Net of AMF	b. Stock Awards Net of AMF	c. Option Awards Net of AMF	d. Non-equity Incentive Comp. - Net of AMF	e. All Other - Net of AMF	f. Total Compensation - Net of AMF	g. Allocated to FPL - Net of AMF
1	HAY, LEWIS, III	Chairman & CEO, FPL Group	Group	x	x	\$ 883,400	\$ 4,672,264	\$ 609,845	\$ 1,236,760	\$ 25,268	\$ 7,427,537	\$ 7,427,537
2	ROBO, JAMES L.	President & COO, FPL Group	Group	x	-	\$ 531,813	\$ 1,682,691	\$ 422,074	\$ 595,630	\$ 9,074	\$ 3,241,282	\$ 3,241,282
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4	PIMENTEL, ARMANDO, JR.	Exec VP Finance & CFO	Group	x	x	\$ 369,314	\$ 642,068	\$ 140,691	\$ 361,928	\$ 6,764	\$ 1,520,766	\$ 1,520,766
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23	STALL, J. ARTHUR	Exec VP Nuclear Division	Group	x	x	\$ 306,800	\$ 722,602	\$ 117,000	\$ 300,664	\$ 7,600	\$ 1,454,667	\$ 1,454,667
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28	OLIVERA, ARMANDO J.	President & CEO, Florida Power & Light	FPL	-	x	\$ 618,488	\$ 1,644,766	\$ 416,000	\$ 606,118	\$ 14,648	\$ 3,300,020	\$ 3,300,020
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Total						\$ 11,102,465	\$ 18,681,060	\$ 2,237,863	\$ 7,944,592	\$ 590,535	\$ 40,556,515	\$ 40,556,515

Notes:

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- One Officer of FPL, Kim Ousdahl, Controller, is not included this summary. That is because she is budgeted within the general employee population and there is no specific estimates for her annual incentive or Long Term Incentives (LTI) expenses.
- Deferred Compensation is not budgeted on a individual executive basis and not included into this analysis.
- Only active employees are included
- The Officer List is based on the Officers as of April 13, 2009

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1	HAY, LEWIS, III	Chairman & CEO, FPL Group	Group	x	x	\$ 893,201	\$ 4,724,099	\$ 616,611	\$ 1,250,481	\$ 25,327	\$ 7,509,717	\$ 7,509,717
2	ROBO, JAMES L.	President & COO, FPL Group	Group	x	-	\$ 537,713	\$ 1,701,359	\$ 426,756	\$ 602,238	\$ 9,096	\$ 3,277,162	\$ 3,277,162
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4	PIMENTEL, ARMANDO, JR.	Exec VP Finance & CFO	Group	x	x	\$ 373,412	\$ 649,191	\$ 142,252	\$ 365,943	\$ 6,780	\$ 1,537,578	\$ 1,537,578
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23	STALL, J. ARTHUR	Exec VP Nuclear Division	Group	x	x	\$ 319,072	\$ 751,506	\$ 121,680	\$ 312,691	\$ 7,836	\$ 1,512,785	\$ 1,512,785
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28	OLIVERA, ARMANDO J.	President & CEO, Florida Power & Light	FPL	-	x	\$ 643,228	\$ 1,710,557	\$ 432,640	\$ 630,363	\$ 15,102	\$ 3,431,889	\$ 3,431,889
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Total						\$ 11,405,356	\$ 19,117,478	\$ 2,280,672	\$ 8,144,435	\$ 559,466	\$ 41,507,406	\$ 41,507,406

Notes:

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1	HAY, LEWIS, III	Chairman & CEO, FPL Group	Group	x	x	\$ 916,498	\$ 4,847,316	\$ 632,694	\$ 1,283,097	\$ 25,763	\$ 7,705,366	\$ 7,705,366
2	ROBO, JAMES L.	President & COO, FPL Group	Group	x	-	\$ 551,738	\$ 1,745,735	\$ 437,887	\$ 617,946	\$ 9,252	\$ 3,362,558	\$ 3,362,558
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4	PIMENTEL, ARMANDO, JR.	Exec VP Finance & CFO	Group	x	x	\$ 383,151	\$ 666,124	\$ 145,962	\$ 375,488	\$ 6,897	\$ 1,577,622	\$ 1,577,622
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23	STALL, J. ARTHUR	Exec VP Nuclear Division	Group	x	x	\$ 331,835	\$ 781,567	\$ 126,547	\$ 325,198	\$ 8,079	\$ 1,573,226	\$ 1,573,226
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28	OLIVERA, ARMANDO J.	President & CEO, Florida Power & Light	FPL	-	x	\$ 668,957	\$ 1,778,979	\$ 449,946	\$ 655,577	\$ 15,570	\$ 3,569,028	\$ 3,569,028
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Total						\$ 11,792,829	\$ 19,730,865	\$ 2,349,162	\$ 8,412,797	\$ 508,549	\$ 42,794,202	\$ 42,794,202

Notes:

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FPL 145264 - CONFIDENTIAL

Florida Power & Light Company
Docket No. 080677-EI
Staff's Fourth Set of Interrogatories
Question No. 32
Attachment No. 1 - Confidential

Key #	Name	Job Title	Group / FPL	Group Officer	FPL Officer	b. Base Salary	c. Overtime	d. Bonus	e. Stock Awards	f. Option Awards	g. Non-equity Incentive Comp	h. All Other	i. Total Compensation*	j. Net Allocation
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Key #	Name	Job Title	Group / FPL	Group Officer	FPL Officer	b. Base Salary	c. Overtime	d. Bonus	e. Stock Awards	f. Option Awards	g. Non-equity Incentive Comp	h. All Other	i. Total Compensation*	j. Net Allocation
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Key #	Name	Job Title	Group / FPL	Group Officer	FPL Officer	b. Base Salary	c. Overtime	d. Bonus	e. Stock Awards	f. Option Awards	g. Non-equity Incentive Comp	h. All Other	i. Total Compensation*	j. Net Allocation
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						\$ 24,176,050	\$ 2,786,968	\$ 3,072,843	\$ 3,317,851	\$ 496,397	\$ 6,456,594	\$ 2,978,626	\$ 43,285,329	\$ 43,285,329

Note: Above values are net of allocations to more accurately reflect expense to FPL.