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# **EXHIBIT B**

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Executive Name	r	Group / FPL	Group Officer	FPL Officer	a. Base Salary	b. Stock Awards	c. Option Awards	d. Non-equity Incentive Comp.	e. All Other	f. Total Compensation	g. Allocated to FPL - Net of AMF	h. Adjusted Jurisdictional Othe O&M
2 HAY, LEWIS, III 3 ROBO, JAMES L.	Chairman & CEO, FPL Group	Group	x	x	\$ 1,252,800		\$ 748,400	\$ 2,000,000				
FOBO, JAMES L.	President & COO, FPL Group	Group	X	-	\$ 753,573	\$ 2,235,074	\$ 517,968	\$ 957,600	\$ 20,348	\$ 4,484,564	\$ 3,091,658	\$ 3,063,55
PIMENTEL, ARMANDO, JR.	Exec VP Finance & CFO	Group			445 570		470.050					
3 TIMERTEE, ARWANDO, SR.	Exec VF Fillatice & CFO	Group Group	х	X	\$ 445,579	\$ 926,675	\$ 172,656	\$ -	\$ 60,983	\$ 1,605,893	\$ 1,107,103	\$ 1,097,03
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4 STALL, J. ARTHUR	Exec VP Nuclear Division	Group	Х	X	\$ 587,225	\$ 1,410,984	\$ 194,238	\$ 448,091	\$ 15,563	\$ 2,656,100	\$ 1,328,050	\$ 688,01
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9 OLIVERA, ARMANDO J.	President & CEO, Florida Power & Light	FPL										
0	President & CEO, Florida Power & Light	FPL FPL	-	X	\$ 593,185	\$ 1,605,787	\$ 345,312	\$ 651,786	\$ 14,954	\$ 3,211,024	\$ 3,211,024	\$ 3,181,83
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7 Total					\$ 14,625,408	\$ 25,976,924	\$ 2,651,933	\$ 10,577,241	\$ 1,782,687	\$ 55,614,192	\$ 40,699,073	\$ 34,980,14
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5	Notes:											
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	A	В	С	D	E	F F	G	Н	1	J	к	ï	I м
1	Executive Name	Job Title	Group / FPL	Group Officer	FPL Officer	a. Base Salary	b. Stock Awards	c. Option Awards	d. Non-equity Incentive Comp.	e. All Other	f. Total Compensation	g. Allocated to FPL - Net of AMF	h. Adjusted Jurisdictional Other O&M
	AY, LEWIS, III	Chairman & CEO, FPL Group	Group	x	X	\$ 1,306,032					\$ 10,980,983	\$ 7,427,537	\$ 7,383,291
3 RC	DBO, JAMES L.	President & COO, FPL Group	Group	X	-	\$ 786,240	\$ 2,487,716	\$ 624,000	\$ 880,589	\$ 13,416	\$ 4,791,961	\$ 3,241,282	\$ 3,221,974
5 PIN	MENTEL, ARMANDO, JR.	Exec VP Finance & CFO	Group			540,000			***				
6   "	WENTEL, ARWANDO, JR.	Exec VP Finance & CFO	Group Group	X	, X	\$ 546,000	\$ 949,243	\$ 208,000	\$ 535,080	\$ 10,000	\$ 2,248,323	\$ 1,520,766	\$ 1,511,707
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	ALL CAPTURE		FPL										
25	ALL, J. ARTHUR	Exec VP Nuclear Division	Group	X	X	\$ 613,600	\$ 1,445,205	\$ 234,000	\$ 601,328	\$ 15,201	\$ 2,909,333	\$ 1,454,667	\$ 669,240
26			FPL FPL										
27			FPL										
28			FPL										
	IVERA, 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	\$ 3,280,362
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46	<del></del>					\$ 14,992,125	\$ 26,374,551	\$ 3,194,804	\$ 11,042,308	\$ 839,785	\$ 56,443,574	\$ 40,556,515	\$ 34,723,609
45 46 47 Not	tes: ase refer to end notes.												

CONFIDENTIAL. INT 16 17 - 2010 Detail

A	В	C	D	E	F	G	н	1 1	J [	к	L	М
Executive Name  1 2 HAY, LEWIS, III	Job Title Chairman & CEO, FPL Group	Group / FPL	Group Officer	FPL Officer	a. Base Salary	b. Stock Awards	c. Option Awards	d. Non-equity Incentive Comp.	e. All Other	f. Total Compensation	g. Allocated to FPL - Net of AMF	h. Adjusted Jurisdictional Other O&M
3 ROBO, JAMES L.	President & COO, FPL Group	Group Group	X		\$ 1,358,273	\$ 7,183,848	\$ 937,668					
4	Tresident & COO, FFE Gloup	Group	X	-	\$ 817,690	\$ 2,587,225	\$ 648,960	\$ 915,812	\$ 13,832	<b>\$</b> 4,983,518	\$ 3,277,162	\$ 3,242,801
5 PIMENTEL, ARMANDO, JR.	Exec VP Finance & CFO	Group	χ .	х	\$ 567,840	\$ 987,213	\$ 216,320	\$ 556,483	\$ 10,310	\$ 2,338,166	\$ 1,537,578	\$ 1,521,457
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22 23		FPL										
		FPL										
24 STALL, J. ARTHUR	Exec VP Nuclear Division	Group	X	X	\$ 638,144	\$ 1,503,013	\$ 243,360	\$ 625,381	\$ 15,672	\$ 3,025,570	\$ 1,512,785	\$ 633,205
25		FPL										
26 27	-	FPL FPL										
28		FPL										
29 OLIVERA, ARMANDO J.	President & CEO, Florida Power & Light	FPL	-	х	\$ 643,228	\$ 1,710,557	\$ 432,640	\$ 630,363	\$ 15 102	\$ 3,431,889	\$ 3,431,889	\$ 3,395,905
30 31		FPL			- 10,220	1,170,001	4 102,010	<b>4</b> 000,000 ]	10,102	ψ 0, <del>1</del> 01,000	3,451,005	φ 3,033,803
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45 Total				····	\$ 15,591,810	\$ 27,429,533	\$ 3,322,596	\$ 11,484,001	\$ 816,731	\$ 58,644,671	\$ 41,507,406	\$ 34,924,585
46   Notes : 48   Please refer to end notes : 49   50   51   52   53												

CONFIDENTIAL INT 16 17 - 2011 Detail

A	В	С	D	E	F	G	н	1	J	к	I L	М
Executive Name	Job Title	Group / FPL	Group Officer	FPL Officer	a. Base Salary	b. Stock Awards	c. Option Awards	d. Non-equity Incentive Comp.	e. All Other	f. Total Compensation	g. Allocated to FPL - Net of AMF	h. Adjusted Jurisdictional Other O&M
2 HAY, LEWIS, III	Chairman & CEO, FPL Group	Group	х	х	\$ 1,412,604		\$ 975,175		\$ 39,708		\$ 7,705,366	
3 ROBO, JAMES L.	President & COO, FPL Group	Group	X	-	\$ 850,397	\$ 2,690,714	\$ 674,918	\$ 952,445	\$ 14,260	\$ 5,182,735	\$ 3,362,558	\$ 3,328,405
PIMENTEL, ARMANDO, JR.	Exec VP Finance & CFO	Group Group			\$ 590,554	4 000 704	004.070	£ 570.740	£ 40.600	6 0.404.600	4 577 600	4 504 500
6	Exec VF Filalice & CFO	Group	×	X	\$ 590,554	\$ 1,026,701	\$ 224,973	\$ 578,743	\$ 10,630	\$ 2,431,600	\$ 1,577,622	\$ 1,561,598
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I 24 ISTALL. J. ARTHUR	Exec VP Nuclear Division	Group	x	x	\$ 663,670	\$ 1,563,133	\$ 253,094	\$ 650,396	\$ 16,158	\$ 3,146,451	\$ 1,573,226	\$ 813,607
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27 28		FPL										
29 OLIVERA, ARMANDO J.	Described & CEO Florido Dougo & Links	FPL				4 770 070	440.040	055 577	A 45 570	A 0.500.000	0.500.000	0 500 770
30	President & CEO, Florida Power & Light	FPL F <b>P</b> L	-	X	\$ 668,957	\$ 1,778,979	\$ 449,946	\$ 655,577	\$ 15,570	\$ 3,569,028	\$ 3,569,028	\$ 3,532,778
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45 Total	-				\$ 16,215,483	\$ 28,526,714	\$ 3,455,500	\$ 11,943,361	\$ 772,002	\$ 60,913,060	\$ 42,794,202	\$ 36,514,995
46 47 Notes: 48 Please refer to end notes. 49 50 51 52 53												
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#### **Endnotes**

The responses to Interrogatory numbers 16 (regarding officers of FPL Group, Inc.) and 17 (regarding officers of Florida Power & Light Company) have been consolidated into one response, which encompasses 44 total positions.

There are no non-officer employees of FPL Group, Inc. Accordingly, compensation data for every employee of FPL Group, Inc. is included in this consolidated response to Interrogatories 16 and 17. One elected officer of Florida Power & Light Company is not included in this response because the officer's position is not considered an "executive" position; therefore, the position is budgeted within the general employee population (not in the executive budget location) and compensation data related to such individual/position is included in response to Staff Interrogatories 32 and 97 instead. The list of 44 total FPL Group, Inc. and Florida Power & Light Company officers/officer positions included in this consolidated response do not reflect turnover in those positions since the end of 2008; this is appropriate because the 2009 through 2011 budgets were finalized prior to year-end 2008 and therefore also do not reflect turnover/changes since that time.

With regard to parts "a" through "f" of the question, FPL does not charge or budget each and every component of total compensation on a per executive basis. Most budgeting activity at FPL is performed in aggregated amounts, whether by budget area or by group of employee or by type of compensation. FPL does maintain a separate executive budget location that includes but is not limited to base salary, annual incentive, long term incentive compensation and other compensation for (1) executives of FPL Group, (2) executives who are employed by FPL but are shared, and (3) executives who solely perform FPL functions. In an effort to respond to part "a" through "f" of the question, FPL has assembled, by individual, estimated 2008 actual costs and 2009 through 2011 forecasts.

The 2008 figures were based on a calculation of total employee compensation for that period. 2008 "Base Salary," "Non-Equity Incentive Comp," and "All Other" compensation amounts were obtained from payroll records, and the values of "Stock Awards" and "Option Awards" were calculated based on the expected grant date value of all equity compensation awards granted during 2008.

With respect to the estimates for 2009 through 2011, the information used was largely based on the assumptions for the executive location budget. "Base Salary," "Non-Equity Incentive Comp," and some "All Other" compensation expenses are estimated by individual. Regarding the "Stock Awards" and "Option Awards," FPL calculated an expected grant date fair value of the estimated grants that would be awarded to each executive in each year. The grant date fair value is the total value of the equity compensation that is awarded to the executive in a given year, but note that equity compensation grants are expensed ratably over the period in which they are earned until fully "vested." This is usually a three-year accrual/vesting period.

In summary, the "Total Compensation" column provides a reasonable estimate of the amount of compensation each executive received in 2008 and is reasonably expected to be awarded in each of 2009, 2010 and 2011.

Once all of the "Total Compensation" numbers for 2008 through 2011 were determined, an affiliate allocation rate was then applied to more accurately reflect the amount of expense to FPL for each individual. This value is reflected in the "Allocated to FPL" column.

The column labeled "Adjusted Jurisdictional Other O&M" was estimated by taking the net-of-allocations dollars shown in the "Allocated to FPL" column and subtracting: 1) compensation charged to clauses, and 2) capitalized payroll, and 3) the jurisdictional factor applicable to each year consistent with MFR C-1.

FPL performs a detailed annual benchmarking analysis of its pay levels to ensure alignment with the market in which it competes for talent. FPL's pay levels are comparable to the rates paid by its competitors for employees performing similar jobs and with similar skill sets.

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N	Name	Job Title	Group / FPL	Group	FPL Officer			4.40		Awards	Incentive Comp		Compensation		Jurisdictional
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	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	k. Adjusted Jurisdictional Other O&M
41	9														
42	1					\$ 57,787,951	\$ 5,006,951	\$ 4,227,775	\$ 5,328,272	\$ 690,990	\$ 14,086,140	\$ 4,870,892	\$ 91,998,972	\$ 85,928,400	\$ 72,251,992
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August 13, 2009 Ex C - Item 2 - Staff Int No. 32 and 97 w Job Title - REDACTED\_8-20-09.xls

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Name   Job Title   Group / FPL   Group   FPL   Officer   Compensation   J. Net Allocation   Management   Ma		Α	В	С	D	E	F	G	Н
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	Α	В	С	D	E	F	G	Н
1	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
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1	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional
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	Α	В	С	D	Е	F	G	Н
				Group		i. Total	j. Net Allocation	k. Adjusted
1 .	Name	Job Title	Group / FPL	Officer		Compensation		Jurisdictional
1				Officer	Officer	-		Other O&M
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	Α	В	С	D	Е	F	G	Н
1	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
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1	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
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	Α	В	С	D	E	F	G	Н
1	Name	Job Title	Group / FPL	Group Officer	FPL	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
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1	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
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	Α	В	С	D	Е	F	G	Н
1	Name	Job Title	Group / FPL	Group Officer		i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
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	Α	В	С	D	Е	F	G	Н
				Group	FPL	i. Total	j. Net Allocation	k. Adjusted
١. ا	Name	Job Title	Group / FPL	Officer		Compensation		Jurisdictional
1				Officer	Officer			Other O&M
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1 365 366 367 368 369 370 371 372 373	Name	Job Title	Group / FPL	Group Officer	i. Total Compensation	j. Net Allocation	H k. Adjusted Jurisdictional Other O&M
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	Α	В	С	D	E	F	G	Н
1	Name	Job Title	Group / FPL	Group Officer	FPL	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
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398 399 400	<del></del>							
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421				1		\$ 98,497,267	\$ 91,997,903	\$ 77,355,469

#### **Endnotes**

The responses to Staff's Interrogatory 32 (regarding each employee of Florida Power & Light Company whose compensation is \$200,000 or greater) and Interrogatory 97 (regarding each employee of Florida Power & Light Company whose compensation is \$165,000 or greater but less than \$200,000), have been consolidated into this one response. Officer compensation data was provided separately, in the consolidated response to Staff Interrogatory numbers 16 and 17. All FPL Group, Inc. employees are officers and their compensation data was therefore included in the consolidated response to Staff Interrogatory numbers 16 and 17.

The Company previously responded to these Staff Interrogatory numbers 32 and 97 with pre-tax compensation data, on a "net" of adjustments basis rather than on a "gross" basis (i.e. gross before any allocations, charges out, clause adjustments or capitalizations). In other words, the information was provided based on what was actually charged to FPL through base O&M. An additional number of employees are incorporated in this response in referencing gross compensation; however, the number of employees for whom more than \$165,000 is charged to FPL through base O&M does not change.

The list of 419 total positions included in this response do not reflect turnover in those positions since the end of 2008; this is appropriate because the 2009 through 2011 budgets were loaded prior to year-end 2008 and therefore also do not reflect turnover/changes since that time.

In response to part "b" through "j" of Interrogatory 97, FPL has assembled, by individual, estimated 2008 actual compensation. These 2008 figures were based on a calculation of total employee compensation for that period, which estimates the amount of equity incentive compensation awarded to each employee. The "Total Compensation" column provides a reasonable estimate of the amount of gross compensation each employee received in 2008. Once all of the expenses for 2008 were developed, an affiliate allocation was then applied to applicable employees to develop the "Net Allocation" column amounts.

For 2008, the column labeled "Adjusted Jurisdictional Other O&M" was estimated by taking the "Total Compensation" dollars and subtracting allocations and charges out to affiliates, compensation charged to clauses, capitalized payroll, and the jurisdictional factor applicable to 2008 consistent with MFR C-1.

With respect to the requested estimates for 2009 through 2011, FPL does not budget each component of total compensation at the individual employee level. Each FPL business unit budgets for the base salary, overtime, non-equity incentive plan compensation and certain other earnings of its employees, which are aggregated by business unit. FPL also maintains a separate corporate budget location where stock awards and option awards are budgeted, also on an aggregate basis. Therefore, forecasting each component of total compensation for each employee listed on the attached 2008 schedule for 2009, 2010 and 2011 cannot be done with precision. A reasonable estimate of each employee's 2009, 2010 and 2011 "Total Compensation," "Net Allocation," and "Adjusted Jurisdictional Other O&M" has been provided through a simple escalation of the 2008 totals by the MFR C-35 year-over-year increases of gross average payroll per employee for 2009, 2010 and 2011 of 2.64%, 3.41%, and 0.87% respectively.

FPL performs a detailed annual benchmarking analysis of its pay levels to ensure alignment with the market in which it competes for talent. FPL's pay levels are comparable to the rates paid by its competitors for employees performing similar jobs and with similar skill sets.

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П		В	С	D	l E	l F	G	Н	······································	J	Тк	LIMI	N I O
1	Executive Name	Job Title	Group / FPL	Group Officer	FPL Officer	Total Compensation	Allocated to FPL - Net of AMF		Capitalized Amount	ľ	O&M Compensation: gross less capital and AMF	1	Adjusted Jurisdictional O&M Expenses
	AY, LEWIS, III	Chairman & CEO, FPL Group	Group	x	х	\$ 11,101,809	\$ 7,653,587			1	\$ 7,653,587	0.91% 69,571	\$ 7,584,016
	ROBO, JAMES L.	President & COO, FPL Group	Group	Х		\$ 4,484,564	\$ 3,091,658			1	\$ 3,091,658		\$ 3,063,555
4			Group									0.91%	
	PIMENTEL, ARMANDO, JR.	Exec VP Finance & CFO	Group	X	X	\$ 1,605,893	\$ 1,107,103				\$ 1,107,103	0.91% 10,064	\$ 1,097,039
6 7			Group							4		0.91%	
8			FPL									0.91%	
9			Group Group							-		0.91%	
10			Group					-		ł		0.91%	
11			Group					ł		ł		0.91%	
12			FPL							1		0.91%	
13	· · · · · · · · · · · · · · · · · · ·		FPL							1		0.91%	
13 14 15			Group					1	·····	1		0.91%	
15			FPL									0.91%	
16			Group					[		]		0.91%	
16 17 18 19			FPL									0.91%	
10			FPL Group									0.91%	
20			Group									0.91%	
21			FPL									0.91% 0.91%	
22	<u> </u>		FPL									0.91%	
20 21 22 23			FPL									0.91%	
24 !	STALL, J. ARTHUR	Exec VP Nuclear Division	Group	х	×	\$ 2,656,100	\$ 1,328,050		\$ 633,729		\$ 694,321	0.91% 6,311	\$ 688,010
25 26 27 28			FPL						,			0.91%	
26			FPL									0.91%	
27			FPL									0.91%	
20 7	DLIVERA, ARMANDO J.	President & CEO, Florida Power & Light	FPL FPL			0.044.004	0.044.004					0.91%	
30	DEIVERA, ANMANDO J.	President & CEO, Plonda Power & Light	FPL		Х	\$ 3,211,024	\$ 3,211,024				\$ 3,211,024	0.91% 29,188 0.91%	\$ 3,181,836
31			FPL									0.91%	
30 31 32			FPL									0.91%	
33			FPL							ĺ		0.91%	
34			FPL									0.91%	
35			FPL									0.91%	
33 34 35 36 37 38			FPL									0.91%	
30			FPL									0.91%	
39			FPL FPL							-		0.91% 0.91%	
39 40 41			FPL							1		0.91%	
41	•		FPL									0.91%	
42			FPL									0.91%	
42 43 44 45 46			FPL									0.91%	
44			FPL									0.91%	
45			Group							]		0.91%	
46	Total									,			
4/	Total					\$ 55,614,192	\$ 40,699,073	-	\$ 5,398,045	1	\$ 35,301,028	\$ 320,886	\$ 34,980,141
40		Notes:											
48 49 50		Please refer to end notes.											
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	A	В	С	l р	E	l F	G	Н	ı	J	К	L	M	N O
1	Executive Name	Job Title	Group / FPL	Group Officer	FPL Officer	Total Compensation	Allocated to FPL - Net of AMF		Capitalized Amount		O&M Compensation: gross less capital and AMF	Jurisdict	tional Amounts	Adjuste Jurisdictio O&M Expense
	AY, LEWIS, III	Chairman & CEO, FPL Group	Group	х	X	\$ 10,980,983				1	\$ 7,427,537	0.60%		[ \$ 7,383,2
3 R	OBO, JAMES L.	President & COO, FPL Group	Group	X	•	\$ 4,791,961	\$ 3,241,282			1	\$ 3,241,282	0.60%	\$ 19,308	\$ 3,221,9
4			Group									0.60%		
	MENTEL, ARMANDO, JR.	Exec VP Finance & CFO	Group	х	Х	\$ 2,248,323	\$ 1,520,766			İ	\$ 1,520,766	0.60%	\$ 9,059	\$ 1,511,
6			Group							l		0.60%		
7			FPL							ł		0.60%		
8			Group Group							ł		0.60% 0.60%		
10			Group									0.60%		
11		<del></del>	Group									0.60%		
12		· · · · · ·	FPL					ĺ				0.60%		
13	<del></del>		FPL									0.60%		
14			Group									0.60%		
15			FPL									0.60%		
16			Group							Ī		0.60%		
17			FPL							]		0.60%		
18			FPL									0.60%		·
19			Group									0.60%		
20			Group									0.60%		
21			FPL									0.60%		
22			FPL	-								0.60%		
23	YALL LADTIND	Fire MR Alvelone Division	FPL				m 4.454.007		<b>*</b> 704.440		6 070.054	0.60%		0.000
	TALL, J. ARTHUR	Exec VP Nuclear Division	Group FPL	X	X	\$ 2,909,333	\$ 1,454,667		\$ 781,416		\$ 673,251	0.60% 0.60%		\$ 669,2
25 26			FPL									0.60%		
27			FPL									0.60%		
28			FPL									0.60%		
29 0	LIVERA, ARMANDO J.	President & CEO, Florida Power & Light	FPL	-	х	\$ 3,300,020	\$ 3,300,020				\$ 3,300,020	0.60%	\$ 19,658	\$ 3,280,
30			FPL			, , , , , , , , , , , , , , , , , , , ,						0.60%		
31			FPL									0.60%		
32			FPL									0.60%		
33			FPL									0.60%		
34			FPL									0.60%		
35			FPL									0.60%		
36			FPL FPL									0.60% 0.60%		
37 38			FPL FPL									0.60%		
39			FPL									0.60%		
40			FPL									0.60%		
41			FPL									0.60%		
42			FPL									0.60%		
43			FPL									0.60%		
44														
45						\$ 56,443,574	\$ 40,556,515		\$ 5,624,818		\$ 34,931,697		\$ 208,088	\$ 34,723,0
46														
47 48														
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INT 16 17 - 2010 Detail WORK PAPERS

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Executive Name	Job Title	Group / FPL	Group Officer	FPL Officer	Total Compensation	Allocated to FPL - Net of AMF		Capitalized Amount		O&M Compensation: gross less capital and AMF	Jurisdictio	onal Amounts	i	Adjusted Jurisdictional O&M Expenses
2 HAY, LEWIS, III	Chairman & CEO, FPL Group	Group	х	x	\$ 11,419,886					\$ 7,509,717		\$ 78,739	1	\$ 7,430,978
3 ROBO, JAMES L.	President & COO, FPL Group	Group	Х	-	\$ 4,983,518	\$ 3,277,162				\$ 3,277,162		\$ 34,361	]	\$ 3,242,801
4		Group									1.05%			
5 PIMENTEL, ARMANDO, JR.	Exec VP Finance & CFO	Group	X	х	\$ 2,338,166	\$ 1,537,578				\$ 1,537,578		\$ 16,122		\$ 1,521,457
6 7		Group FPL									1.05%			
8	<del></del>	Group									1.05%			
<u> </u>		Group									1,05% 1,05%			
10		Group									1.05%			
11		Group									1.05%			
12		FPL									1.05%			
13		FPL									1.05%			
14		Group									1.05%			
15		FPL									1.05%			
16		Group									1.05%			
17		FPL									1.05%			
18		FPL									1.05%			
20		Group Group									1.05%			
21		FPL									1.05% 1.05%			
22		FPL									1.05%			
23		FPL									1.05%			
24 STALL, J. ARTHUR	Exec VP Nuclear Division	Group	Х	х	\$ 3,025,570	\$ 1,512,785		\$ 872,870		\$ 639,914	1.05%			\$ 633,205
25 26		FPL									1.05%			
26		FPL									1.05%			
27		FPL									1.05%			
28		FPL .									1.05%		ŀ	
29 OLIVERA, ARMANDO J.	President & CEO, Florida Power & Light	FPL FPL	-	X	\$ 3,431,889	\$ 3,431,889				\$ 3,431,889		\$ 35,983		\$ 3,395,905
30		FPL									1.05%			
32		FPL									1.05%			
33		FPL									1.05% 1.05%			
34		FPL									1.05%			
35		FPL									1.05%			
36		FPL									1.05%			
37		FPL									1.05%			
38		FPL									1.05%			
39		FPL									1.05%			
40		FPL									1.05%			
41 42		FPL FPL									1.05%			
43		FPL									1.05%			
44		1									1.05%		J	
45 Total	·				\$ 58,644,671	\$ 41,507,406		\$ 6,212,757		\$ 35,294,649		\$ 370,064	1	\$ 34,924,585
46						+ +1,007,400		7 0,212,101		7 00,204,040		4 010,004	i	* 34,524,565
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#### INT 16 17 - 2011 Detail WORK PAPERS

Brecutive Name	A	В	C	D 1	E .	F F	G	Н	1	J	Тк	F L T	м Т	N		0
3   Alice   President & COO, FPI, Group   X   \$   \$   \$   \$   \$   \$   \$   \$   \$		Job Title	Group / FPL	-		Compensation	Allocated to FPL - Net of AMF		Capitalized		O&M Compensation: gross less capital and AMF	Jurisdictiona	I Amounts		Adj Jurisdic Exp	justed tional O&M penses
A					X	\$ 11,876,335	\$ 7,705,366				\$ 7,705,366					7,627,103
S   Pere VP Finance & GFO   Group   x   x   \$ 2,431,600   \$ 1,577,622	ROBO, JAMES L.	President & COO, FPL Group		X	-	\$ 5,182,735	\$ 3,362,558				\$ 3,362,558		34,154		\$	3,328,405
Coup							4 527 000				e 4.577.000		10.024		•	1,561,598
FPL   102%   102	PIMENTEL, ARMANDO, JR.	Exec VP Finance & CFO		X	X	j \$ 2,431,600	\$ 1,577,622		<del></del>		1,577,022		10,024		<del>-</del>	1,561,598
8   Group   1,02%																
10   10   10   10   10   10   10   10																
10   Group   Group   1,02%														1		
11																
FPL																
13																
14   Group   102%   1												1.02%				
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102%   102%			FPL													
FPL			Group													
10   10   10   10   10   10   10   10																
Croup   FPL   102%																
FPL   1.02%																
FPL																
FPL																
Exec VP Nuclear Division   Group   x   x   \$ 3,146,451 \$ 1,573,226   \$ 751,270   \$ 821,955   1.02% \$ 8,349   \$ 25																
FPL   FPL		Cure VD Number Division				T 2 14C 4E1	e 1.572.226		\$ 751.270	ļ.	\$ 921.055		8 340		e e	813,607
FPL   1.02%		Exec VP Nuclear Division		X	X	3,140,431	\$ 1,573,226		\$ 751,270	l	\$ 021,933		0,349		4	013,007
28																
28										İ						
29 OLIVERA, ARMANDO J. President & CEO, Florida Power & Light FPL - x \$ 3,569,028 \$ 3,569,																
30		President & CEO, Florida Power & Light		-	X	\$ 3,569,028	\$ 3,569,028			1	\$ 3,569,028		36,251	1 1	\$	3,532,778
31       1.02%         32       5PL         33       1.02%         34       5PL         35       1.02%         36       5PL         37       1.02%         38       5PL         39       1.02%         40       5PL         1.02%         1.02%         1.02%         1.02%         40       5PL			FPL										,			
32       1.02%         33       FPL         34       1.02%         35       FPL         36       FPL         37       FPL         38       FPL         39       FPL         40       FPL         1.02%         40       FPL			FPL							Ì						
33       1.02%         34       FPL         35       FPL         36       FPL         37       FPL         38       FPL         39       FPL         40       FPL         1.02%         1.02%         1.02%																
34       FPL         35       FPL         36       FPL         37       FPL         38       FPL         39       FPL         40       FPL         1.02%         1.02%         1.02%																
36     1.02%       37     FPL       38     FPL       39     FPL       40     FPL       1.02%       40     1.02%																
37     1.02%       38     FPL       39     FPL       40     1.02%       59     1.02%       40     1.02%																
38 1.02% 39 FPL 1.02% 40 FPL 1.02%																
99 1.02% FPL 1.02% 1.02%																
1.02%																
FPL 1.02%			FPL						***			1.02%				
42 FPL 1.02%																
43 FPL 1.02%																
44									<u> </u>							
45 Total \$ 60,913,060 \$ 42,794,202 \$ 5,904,518 \$ 36,889,684 \$ 374,689 \$		***************************************				\$ 60,913,060	\$ 42,794,202		\$ 5,904,518	ì	\$ 36,889,684	] िइ	374,689	] [	\$	36,514,995
46	·***	•		•					Tana			-				
47	1															
48	1															

	• 1				<del></del>			· · · · · · · · · · · · · · · · · · ·	<del></del>	1		
$\vdash$	A	В	С	D	E	F	G	Н	<u> </u>	J	K	L
[ [					Group	FPL	j. Net Allocation	Capital & Clause	(Net Allocation -	Jurisdictional	(Net Alloc - Capital &	k. Adjusted
	Line	Name	Job Title	Group / FPL		Officer		Related Expenses	Capital & Clause	Factor	Clause) x	Jurisdictional
1-1					Omoci	Officer			Expenses)	line 8 C-1 (2008)	Jurisdictional Factor	Other O&M
2	1									0.99091		
3	2	····								0.99091		
4	3									0.99091		
5	4									0.99091		
6	5									0.99091		
7	6									0.99091		
8	7									0.99091		
9	8									0.99091		
10	9									0.99091		
11	10									0.99091		
12	11									0.99091		
13	12									0.99091		
14	13									0.99091		
15 16	14									0.99091		
17	15									0.99091		
18	16 17									0.99091		
19	18									0.99091		
20	19	<del></del>								0.99091		
21	20									0.99091		
22	21									0.99091		
23	22	<del></del>								0.99091		
24	23									0.99091		
25	24									0.99091		
26	25									0.99091		
27	26									0.99091 0.99091		
28	27									0.99091		
29	28									0.99091		
30	29									0.99091		
31	30									0.99091		
32	31									0.99091		
33	32									0.99091		
34	33									0.99091		
35	34									0.99091		
36	35									0.99091		
37	36									0.99091		
										0.55051		

Line Name 1		A	В	С	D	E	F	G	н Т	ı.	J	К	ı
38 37 0 99091 40 39 0 0 99091 41 40 0 99091 42 41 40 0 99091 42 41 41 0 99091 44 43 42 0 99091 45 44 0 99091 46 45 44 0 99091 47 46 0 99091 48 0 99091 49 0 99091 40 0 99091 40 0 99091 41 0 99091 42 0 99091 43 0 99091 44 0 99091 45 0 99091 46 0 99091 47 0 99091 48 0 99091 49 0 99091 40 0 99091 40 0 99091 40 0 99091 41 0 99091 42 0 99091 43 0 99091 44 0 99091 45 0 99091 46 0 99091 47 0 99091 48 0 99091 49 0 99091 49 0 99091 49 0 99091 49 0 99091 40 0 99091		Line	Name	***		Group	FPL		Capital & Clause	Capital & Clause	Jurisdictional Factor line 8 C-1 (2008)	(Net Alloc - Capital & Clause) x	Jurisdictional
40 39 0 99001 41 40 0 99001 42 41 4 0 99001 43 42 1 99001 44 43 42 99001 45 44 4	38	37											
41 40	39	38											
42       41         43       42         44       43         45       44         65       44         66       45         47       46         48       47         49       48         50       49         41       50         42       50         43       45         44       63         50       49         48       60         49       48         50       49         49       48         50       49         61       50         62       51         63       52         64       63         65       55         66       55         67       66         68       67         69       68         67       69         70       69         71       71													
43       42         44       43         45       44         46       45         47       46         48       0.98091         49       48         50       49         51       50         52       51         53       52         54       53         55       64         56       64         57       56         58       57         59       58         60       59         61       60         62       61         63       62         64       63         65       64         66       65         67       68         68       67         68       67         69       0.99091         70       69         71       70         71       0.99091			·										
44       43         45       44         46       45         47       48         47       48         48       47         49       48         50       49         51       50         52       51         53       52         54       53         55       54         55       54         56       55         57       56         55       55         57       56         59       58         57       56         60       59         60       59         61       60         62       61         63       62         64       63         65       64         65       64         65       64         67       69         69       68         69       68         69       69         69       69         69       69         69       69         69       69	42		· <del>-</del>										
45	43												
46 46 47 46 0.99091 48 47 48 0.99091 48 48 0.99091 49 48 0.99091 50 49 0.99091 51 50 0.99091 52 51 0.99091 53 52 51 0.99091 54 53 52 0.99091 55 54 53 0.99091 56 55 54 0.99091 57 56 56 0.99091 58 57 0.99091 59 58 0.99091 60 59 0.99091 60 59 0.99091 61 60 0.99091 62 61 60 0.99091 63 62 0.99091 64 63 62 0.99091 65 64 66 66 66 0.99091 66 66 67 68 0.99091 67 68 67 68 68 68 68 0.99091	45												
47       46         48       47         50       49         50       49         51       50         52       51         53       52         0.99091       0.99091         54       53         55       54         56       55         57       56         58       57         60       59         61       60         62       61         63       62         64       63         65       64         65       64         66       65         67       66         68       67         69       68         70       69         71       70         72       71	46												
48       47         49       48         50       49         51       50         52       51         0.99091       0.99091         53       52         64       53         55       54         0.99091         56       55         57       56         59       58         60       59         61       60         59       61         60       59         61       60         62       61         63       62         64       63         65       64         66       65         67       66         69       68         69       68         69       68         70       70         71       70         71       70	47	46											
49       48         50       49         51       50         51       50         53       52         54       53         55       54         56       54         57       56         58       57         58       57         59       58         60       59         61       60         62       61         63       62         64       63         65       64         66       65         67       66         68       67         69       68         70       69         71       70         72       71													
50       49         51       50         52       51         53       52         54       53         0.99091         55       54         56       55         57       56         58       57         59       58         59       58         60       59         61       60         62       61         63       62         64       63         65       64         66       65         67       66         68       67         69       68         67       68         68       67         69       68         70       70         72       71													
51       50         52       51         53       52         54       53         55       54         56       55         57       56         58       57         59       58         60       59         61       60         62       61         63       62         64       63         65       64         66       65         66       65         67       66         68       67         69       68         70       69         71       70         72       71	50												
52       51         54       53         55       54         56       55         57       56         58       57         59       58         60       59         61       60         59       60         60       59         61       60         62       61         63       62         64       63         65       64         66       65         66       65         67       66         68       67         69       68         70       69         71       70         72       71	51												
53       52         54       53         55       54         56       55         57       56         58       57         59       58         60       59         61       60         62       61         63       62         64       63         65       64         66       65         67       66         68       67         69       68         67       69         68       67         69       68         70       70         72       71	52												
54       53         55       54         56       55         57       56         58       57         59       58         60       59         61       60         62       61         63       62         64       63         65       64         66       65         67       66         68       67         69       68         70       69         71       70         72       71	53												
56       55         57       56         58       57         59       58         60       59         61       60         62       61         63       62         64       63         65       64         66       65         67       66         68       67         69       68         70       69         71       70         72       71	54												
57       56         58       57         59       58         60       59         61       60         62       61         63       62         64       63         65       64         66       65         67       66         68       67         69       68         70       69         71       70         72       71	55										0.99091		
58       57         59       58         60       59         61       60         62       61         63       62         64       63         65       64         66       65         67       66         68       67         69       68         70       69         71       70         72       71		55									0.99091		
59       58         60       59         61       60         62       61         63       62         64       63         65       64         66       65         67       66         68       67         69       68         70       69         71       70         72       71													
60       59         61       60         62       61         63       62         64       63         65       64         66       65         67       66         68       67         69       68         70       69         71       70         72       71	58												
61 60 0.99091 62 61 0.99091 63 62 0.99091 64 63 0.99091 65 64 0.99091 66 65 64 0.99091 67 66 0.99091 68 67 0.99091 69 68 0.99091 70 69 0.99091 71 70 0.99091 72 71	59	58											
62       61         63       62         64       63         65       64         66       65         67       66         68       67         69       68         70       69         71       70         72       71	60												
63       62         64       63         65       64         66       65         67       66         68       67         69       68         70       69         71       70         72       71													
64       63         65       64         66       65         67       66         68       67         69       68         70       69         71       70         72       71         0.99091         0.99091         0.99091         0.99091													
65       64         66       65         67       66         68       67         69       68         70       69         71       70         72       71         71       0.99091         0.99091       0.99091         0.99091       0.99091	64												
66       65         67       66         68       67         69       68         70       69         71       70         72       71         71       0.99091         0.99091       0.99091	65												
67       66         68       67         69       68         70       69         71       70         72       71         73       0.99091         74       0.99091         75       0.99091													
68 67 0.99091 69 68 0.99091 70 69 0.99091 71 70 0.99091 72 71 0.99091	67												
69     68       70     69       71     70       72     71       71     0.99091       0.99091       0.99091													
70       69         71       70         72       71         0.99091         0.99091													
71 70 0.99091 72 71 0.99091													
72 71 0.99091	71												
	72	71											
0.99091	73	72									0.99091		

П		В	С	D	E	F	G	Н	ı	J	К	L
1	Line	Name	Job Title	Group / FPL	Group Officer	FPL Officer	j. Net Allocation	Capital & Clause Related Expenses	(Net Allocation - Capital & Clause Expenses)	Jurisdictional Factor line 8 C-1 (2008)	(Net Alloc - Capital & Clause) x Jurisdictional Factor	k. Adjusted Jurisdictional Other O&M
74	73									0.99091		
75	74	-								0.99091		
76	75									0.99091		
77	76									0.99091		
78	77									0.99091		
79	78									0.99091		
80	79									0.99091		
81	80									0.99091		
82 83	81 82									0.99091 0.99091		
84	83									0.99091		
85	84									0.99091		
86	85									0.99091		
87	86									0.99091		
88	87									0.99091		
89	88									0.99091		
90	89									0.99091		
91	90									0.99091		
92	91		-							0.99091		
93	92									0.99091		
94	93									0.99091		
95	94									0.99091		
96	95									0.99091		
97	96									0.99091		
98	97									0.99091		
99	98									0.99091		
100	99									0.99091		
101	100									0.99091		
102	101									0.99091		
103	102									0.99091		
104	103									0.99091 0.99091		
105	104									0.99091		
106	105 106									0.99091		
107 108	106									0.99091		
108	107									0.99091		
109	108									0.55051		

	Α	В	С	D	E	F	G	Н	1	J	К	L
1	Line	Name	Job Title	Group / FPL	Group Officer		j. Net Allocation	Capital & Clause Related Expenses	(Net Allocation - Capital & Clause Expenses)	Jurisdictional Factor line 8 C-1 (2008)	(Net Alloc - Capital & Clause) x Jurisdictional Factor	k. Adjusted Jurisdictional Other O&M
110	109									0.99091		
111	110									0.99091		
112	111									0.99091 0.99091		
113 114	112 113									0.99091		
115	114									0.99091		
116	115									0.99091		
117	116									0.99091		
118	117									0.99091		
119	118									0.99091		
120	119									0.99091		
121	120									0.99091		
122	121									0.99091		
123	122									0.99091		
124	123									0.99091		
125	124									0.99091		
126	125									0.99091		
127	126									0.99091		
128	127									0.99091		
129	128									0.99091		
130	129									0.99091		
131	130	<del></del>								0.99091		
132	131									0.99091 0.99091		
133	132 133									0.99091		
134 135	133									0.99091		
136	135									0.99091		
137	136									0.99091		
138	137									0.99091		
139	138									0.99091		
140	139									0.99091		
141	140									0.99091		
142	141									0.99091		
143	142									0.99091		
144	143									0.99091		
145	144									0.99091		

	A	В	С	D	E	F	Ğ	н			К	<del></del>
					Group	FPL	j. Net Allocation	Capital & Clause	(Net Allocation -	Jurisdictional	(Net Alloc - Capital &	k. Adjusted
4	Line	Name	Job Title	Group / FPL		Officer		Related Expenses	Capital & Clause Expenses)	Factor line 8 C-1 (2008)	Clause) x Jurisdictional Factor	Jurisdictional
146	145								пирелосо,		ourisdictional Factor	Other O&M
147	146									0.99091		
148	147									0.99091 0.99091		
149	148									0.99091		
150	149									0.99091		
151	150									0.99091		
152	151									0.99091		
153	152									0.99091		
154	153									0.99091		
155	154									0.99091		
156	155									0.99091		
157	156									0.99091		
158	157									0.99091		
159	158									0.99091		
160	159									0.99091		
161 162	160 161	<u></u>								0.99091		
163	162									0.99091		
164	163									0.99091		
165	164									0.99091		
166	165									0.99091		
167	166									0.99091		
168	167	· · · <del>-</del> -								0.99091		
169	168									0.99091 0.99091		
170	169									0.99091		
171	170	-								0.99091		
172	171									0.99091		
173	172									0.99091		
174	173									0.99091		
175	174									0.99091		
176	175									0.99091		
177	176									0.99091		
178	177									0.99091		
179	178									0.99091		
180	179									0.99091		
181	180									0.99091		

	A	В	С	D	ΤE	F	G	н			к	
1	Line	Name	Job Title	Group / FPL	Group	<del>                                     </del>	j. Net Allocation	Capital & Clause Related Expenses	(Net Allocation - Capital & Clause Expenses)	Jurisdictional Factor line 8 C-1 (2008)	(Net Alloc - Capital & Clause) x Jurisdictional Factor	k. Adjusted Jurisdictional Other O&M
182	181									0.99091		
183	182									0.99091		
184	183									0.99091		
185	184									0.99091		
186	185									0.99091		
187	186									0.99091		
188	187									0.99091		
189 190	188 189									0.99091		
191	190									0.99091 0.99091		
192	191									0.99091		
193	192									0.99091		
194	193									0.99091		
195	194									0.99091		
196	195	······································								0.99091		
197	196									0.99091		
198	197									0.99091		
199	198									0.99091		
200	199									0.99091		
201	200									0.99091		
202	201									0.99091		
203	202									0.99091		
204	203									0.99091		
205	204									0.99091		
206	205									0.99091		
207	206									0.99091		
208	207									0.99091		
209	208									0.99091		
210	209									0.99091		
211 212	210 211									0.99091		
212	211									0.99091 0.99091		
214	213									0.99091		
215	214									0.99091		
216	215									0.99091		
217	216									0.99091		
L=:-1		L	<u> </u>							0.00001		

		···										
	Α	В	С	D	E	F	G	H	Ī	J	К	L
1	Line	Name	Job Title	Group / FPL	Group Officer	FPL Officer	j. Net Allocation	Capital & Clause Related Expenses	(Net Allocation - Capital & Clause Expenses)	Jurisdictional Factor line 8 C-1 (2008)	(Net Alloc - Capital & Clause) x Jurisdictional Factor	k. Adjusted Jurisdictional Other O&M
218	217									0.99091		
219	218									0.99091		
220	219									0.99091		
221	220									0.99091		
222	221									0.99091		
223	222									0.99091		
224	223									0.99091		
225	224									0.99091		
226	225									0.99091		
227	226									0.99091		
228	227									0.99091		
229	228									0.99091		
230	229									0.99091		
231	230 231									0.99091		
232 233	232									0.99091		
234	232									0.99091		
235	234									0.99091		
236	235									0.99091		
237	236									0.99091		
238	237									0.99091		
239	238									0.99091		
240	239									0.99091		
241	240									0.99091		
242	241									0.99091		
243	242									0.99091		
244	243									0.99091 0.99091		
245	244									0.99091		
246	245									0.99091		
247	246									0.99091		
248	247									0.99091		
249	248									0.99091		
250	249									0.99091		
251	250									0.99091		
252	251									0.99091		
253	252									0.99091		
										0.00001		

	A	В	С	D	E	F	G	Н		J	К	<u> </u>
1	Line	Name	Job Title	Group / FPL	Group		j. Net Allocation	Capital & Clause Related Expenses	(Net Allocation - Capital & Clause Expenses)	Jurisdictional Factor line 8 C-1 (2008)	(Net Alloc - Capital & Clause) x Jurisdictional Factor	k. Adjusted Jurisdictional Other O&M
254	253									0.99091		
255	254									0.99091		
256	255									0.99091		
257	256									0.99091		
258	257									0.99091		
259 260	258									0.99091		
260	259 260									0.99091		
261	261									0.99091		
262 263	262									0.99091		
264	263	<del></del>								0.99091		
265	264									0.99091 0.99091		
266	265									0.99091		
267	266									0.99091		
268	267									0.99091		
269	268									0.99091		
270	269									0.99091		
271	270									0.99091		
272	271									0.99091		
273	272									0.99091		
274	273									0.99091		
275	274									0.99091		
276	275									0.99091		
277	276									0.99091		:
278	277									0.99091		
279	278									0.99091		
280	279									0.99091		
281	280									0.99091		
282	281									0.99091		
283	282									0.99091		
284	283									0.99091		
285	284									0.99091		
286	285 286									0.99091		
287	286									0.99091		
288 289	288									0.99091		
209	200									0.99091		

	A	В	С	D	Е	F	G	Н		J	К	L
					Group	FPL	j. Net Allocation	Capital & Clause	(Net Allocation -	Jurisdictional	(Net Alloc - Capital &	k. Adjusted
	Line	Name	Job Title	Group / FPL		Officer		Related Expenses	Capital & Clause	Factor	Clause) x	Jurisdictional
1					Onice	Officer			Expenses)	line 8 C-1 (2008)	Jurisdictional Factor	Other O&M
290	289									0.99091		
291	290									0.99091		
292	291									0.99091		
293	292									0.99091		
294	293 294									0.99091		
295 296	294									0.99091 0.99091		
297	295									0.99091		
298	297									0.99091		
299	298									0.99091		
300	299									0.99091		
301	300									0.99091		
302	301									0.99091		
303	302									0.99091		
304	303									0.99091		
305	304									0.99091		
306	305									0.99091		
307	306									0.99091		
308	307									0.99091		
309	308									0.99091		
310	309 310									0.99091		
311 312	311									0.99091 0.99091		
313	312									0.99091		
314	313									0.99091		
315	314									0.99091		
316	315									0.99091		
317	316									0.99091		
318	317									0.99091		
319	318									0.99091		
320	319									0.99091		
321	320									0.99091		
322	321									0.99091		
323	322									0.99091		
324	323									0.99091		
325	324									0.99091		

	Α	В	С	D	E	F	G	Н	1	J	К	Ł
1	Line	Name	Job Title	Group / FPL	Group Officer		j. Net Allocation	Capital & Clause Related Expenses	(Net Allocation - Capital & Clause Expenses)	Jurisdictional Factor line 8 C-1 (2008)	(Net Alloc - Capital & Clause) x Jurisdictional Factor	k. Adjusted Jurisdictional Other O&M
326	325									0.99091		
327	326									0.99091		
328 329	327 328									0.99091		
330	329									0.99091 0.99091		
331	330									0.99091		
332	331									0.99091		
333	332									0.99091		
334	333									0.99091		
335	334									0.99091		
336	335									0.99091		
337	336									0.99091		
338	337									0.99091		
339	338									0.99091		
340	339									0.99091		
341	340									0.99091		
342	341									0.99091		
343	342									0.99091		
344	343									0.99091		
345	344									0.99091		
346 347	345 346									0.99091		
348	347									0.99091 0.99091		
349	348									0.99091		
350	349									0.99091		
351	350									0.99091		
352	351									0.99091		
353	352									0.99091		
354	353									0.99091		
355	354									0.99091		
356	355									0.99091		
357	356									0.99091		
358	357									0.99091		
359	358									0.99091		
360	359									0.99091		
361	360									0.99091		

	Α	В	С	D	E	F	G	н	l	J	К	L
1	Line	Name	Job Title	Group / FPL	Group Officer	FPL Officer	j. Net Allocation	Capital & Clause Related Expenses	(Net Allocation - Capital & Clause Expenses)	Jurisdictional Factor line 8 C-1 (2008)	(Net Alloc - Capital & Clause) x Jurisdictional Factor	k. Adjusted Jurisdictional Other O&M
362	361									0.99091		
363 364	362 363									0.99091		
365	364									0.99091 0.99091		
366	365									0.99091		
367	366									0.99091		
368	367									0.99091		
369	368									0.99091		
370	369									0.99091		
371	370									0.99091		
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380 381	379									0.99091		
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396 397	395 396		-							0.99091		
39/	396									0.99091		

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						' "	j. Net Allocation	Capital & Clause	(Net Allocation -	Jurisdictional	(Net Alloc - Capital &	k. Adjusted
	Line	Name	Job Title	Group / FPL	Group		j. Net Allocation	Related Expenses	Capital & Clause	Factor	Clause) x	Jurisdictional
11			1130	0.000	Officer	Officer			Expenses)	line 8 C-1 (2008)	Jurisdictional Factor	Other O&M
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399	398									0.99091		
400	399	· · · · · · · · · · · · · · · · · · ·								0.99091		
401	400									0.99091		
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419	418									0.99091		
420	419									0.99091		
421							\$ 85,928,400	\$ -	\$ -		\$ -	\$ 72,251,992

Name	Job Title	Group / FPL	Group FPL Officer 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	k. Adjusted Jurisdictional Other O&M

Name	Job Title	Group / FPL	Group FPL Officer 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	k. Adjusted Jurisdictional Other O&M

Name	Job Title	Group / FPL	Group FPL Officer 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	k. Adjusted Jurisdictional Other O&M
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Name	Job Title	Group / FPL	Group FPL Officer Office	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	k. Adjusted Jurisdictional Other O&M

Name	Job Title	Group / FPL	Group FPL Officer 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	k. Adjusted Jurisdictional Other O&M
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Name	Job Title	Group / FPL	Group FPL Officer 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	k. Adjusted Jurisdictional Other O&M
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Name	Job Title	Group / FPL	Group 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	k. Adjusted Jurisdictional Other O&M
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Name	Job Title	Group / FPL	Group FPL Officer Office	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	k. Adjusted Jurisdictional Other O&M
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## 2008

Name	Job Title	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	k. Adjusted Jurisdictional Other O&M
				\$ 57,787,951	\$ 5,006,951	\$ 4,227,775	\$ 5,328,272	\$ 690,990	\$ 14,086,140	\$ 4,870,892	\$ 91,998,972	\$ 85,928,400	\$ 72,251,992

Name	Job Title	Group / FPL	Group FPL Officer 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	k. Adjusted Jurisdictional Other O&M
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Name	Job Title	Group / FPL	Group FPL Officer 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	k. Adjusted Jurisdictional Other O&M
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Name	Job Title	Group / FPL	Group FPL Officer 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	k. Adjusted Jurisdictional Other O&M

Name	Job Title	Group / FPL	Group FPL Officer 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	k. Adjusted Jurisdictional Other O&M
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Name	Job Title	Group / FPL	Group FPL Officer 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	k. Adjusted Jurisdictional Other O&M
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Name	Job Title	Group / FPL	Group FPL Officer 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	k. Adjusted Jurisdictional Other O&M
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Name	Job Title	Group / FPL	Group FPL Officer 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	k. Adjusted Jurisdictional Other O&M
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Name	Job Title	Group / FPL	Group FPL Officer 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	k. Adjusted Jurisdictional Other O&M
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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	k. Adjusted Jurisdictional Other O&M
					\$ 59,313,553	\$ 5,139,135	\$ 4,339,389	\$ 5,468,939	\$ 709,232	\$ 14,458,014	\$ 4,999,484	\$ 94,427,745	\$ 88,196,910	\$ 74,159,444

Name	Job Titte	Group / FPL	Group FPL Officer 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	k. Adjusted Jurisdictional Other O&M

Name	Job Title	Group / FPL	Group FPL Officer 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	k. Adjusted Jurisdictional Other O&M

Name	Job Title	Group / FPL	Group FPL Officer 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	k. Adjusted Jurisdictional Other O&M
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Name	Job Title	Group / FPL	Group FPL Officer 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	k. Adjusted Jurisdictional Other O&M

Name	Job Title	Group / FPL	Group FPL Officer 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	k. Adjusted Jurisdictional Other O&M

Name	Job Title	Group / FPL	Group FPL Officer 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	k. Adjusted Jurisdictional Other O&M
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Name	Job Title	Group / FPL	Group FPL Officer 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	k. Adjusted Jurisdictional Other O&M
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Name	Job Title	Group / FPL	Group FPL Officer 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	k. Adjusted Jurisdictional Other O&M
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Name	Job Title	Group / FPL	Group Officer	PPL	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	k. Adjusted Jurisdictional Other O&M
					\$ 61,336,145	\$ 5,314,379	\$ 4,487,362	\$ 5,655,429	\$ 733,417	\$ 14,951,032	\$ 5,169,966	\$ 97,647,731	\$ 91,204,424	\$ 76,688,281

Name	Job Title	Group / FPL	Group FPL Officer 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	k. Adjusted Jurisdictional Other O&M

Name	Job Title	Group / FPL	Group FPL Officer 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	k. Adjusted Jurisdictional Other O&M

Name	Job Title	Group / FPL	Group FPL Officer 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	k. Adjusted Jurisdictional Other O&M
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Name	Job Title	Group / FPL	Group FPL Officer 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	k. Adjusted Jurisdictional Other O&M
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Name	Job Title	Group / FPL	Group FPL Officer Officer	b. Base Salary	c. Overtime	d. Bonus	e. Stock Awards	f. Option Awards	g. Non-equity Incentive Comp	h. Alf Other	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
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Name	Job Title	Group / FPL	Group FPL Officer 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	k. Adjusted Jurisdictional Other O&M
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Name	Job Title	Group / FPL	Group FPL Officer 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	k. Adjusted Jurisdictional Other O&M
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Name	Job Title	Group / FPL	Group FPL Officer Office	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	k. Adjusted Jurisdictional Other O&M
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Name	Job Title	Group / FPL	Group 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	k. Adjusted Jurisdictional Other O&M
				\$ 61,869,770	\$ 5,360,614	\$ 4,526,402	\$ 5,704,632	\$ 739,798	\$ 15,081,106	\$ 5,214,945	\$ 98,497,267	\$ 91,997,903	\$ 77,355,469

## **Endnotes**

The responses to Staff's Interrogatory 32 (regarding each employee of Florida Power & Light Company whose compensation is \$200,000 or greater) and Interrogatory 97 (regarding each employee of Florida Power & Light Company whose compensation is \$165,000 or greater but less than \$200,000), have been consolidated into this one response. Officer compensation data was provided separately, in the consolidated response to Staff Interrogatory numbers 16 and 17. All FPL Group, Inc. employees are officers and their compensation data was therefore included in the consolidated response to Staff Interrogatory numbers 16 and 17.

The Company previously responded to these Staff Interrogatory numbers 32 and 97 with pre-tax compensation data, on a "net" of adjustments basis rather than on a "gross" basis (i.e. gross before any allocations, charges out, clause adjustments or capitalizations). In other words, the information was provided based on what was actually charged to FPL through base O&M. An additional number of employees are incorporated in this response in referencing gross compensation; however, the number of employees for whom more than \$165,000 is charged to FPL through base O&M does not change.

The list of 419 total positions included in this response do not reflect turnover in those positions since the end of 2008; this is appropriate because the 2009 through 2011 budgets were loaded prior to year-end 2008 and therefore also do not reflect turnover/changes since that time.

In response to part "b" through "j" of Interrogatory 97, FPL has assembled, by individual, estimated 2008 actual compensation. These 2008 figures were based on a calculation of total employee compensation for that period, which estimates the amount of equity incentive compensation awarded to each employee. The "Total Compensation" column provides a reasonable estimate of the amount of gross compensation each employee received in 2008. Once all of the expenses for 2008 were developed, an affiliate allocation was then applied to applicable employees to develop the "Net Allocation" column amounts.

For 2008, the column labeled "Adjusted Jurisdictional Other O&M" was estimated by taking the "Total Compensation" dollars and subtracting allocations and charges out to affiliates, compensation charged to clauses, capitalized payroll, and the jurisdictional factor applicable to 2008 consistent with MFR C-1.

With respect to the requested estimates for 2009 through 2011, FPL does not budget each component of total compensation at the individual employee level. Each FPL business unit budgets for the base salary, overtime, non-equity incentive plan compensation and certain other earnings of its employees, which are aggregated by business unit. FPL also maintains a separate corporate budget location where stock awards and option awards are budgeted, also on an aggregate basis. Therefore, forecasting each component of total compensation for each employee listed on the attached 2008 schedule for 2009, 2010 and 2011 cannot be done with precision. A reasonable estimate of each employee's 2009, 2010 and 2011 compensation elements and totals has been provided using a simple escalation of the 2008 totals by the MFR C-35 year-over-year increases of gross average payroll per employee for 2009, 2010 and 2011 of 2.64%, 3.41%, and 0.87% respectively.

FPL performs a detailed annual benchmarking analysis of its pay levels to ensure alignment with the market in which it competes for talent. FPL's pay levels are comparable to the rates paid by its competitors for employees performing similar jobs and with similar skill sets.

CONFIDENTIAL INT 16 17 - 2008 Detail

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Executive Name	1	Group / FPL	Group Officer	FPL Officer	a. Base Salary	b. Stock Awards	c. Option Awards	d. Non-equity Incentive Comp.	e. All Other	f. Total Compensation	g. Allocated to FPL - Net of AMF	h. Adjusted Jurisdictional Other O&M
2 HAY, LEWIS, III	Chairman & CEO, FPL Group	Group	x	x	\$ 1,252,800	\$ 7,048,568	\$ 748,400	\$ 2,000,000	\$ 52,041	\$ 11,101,809	\$ 7,653,587	
3 ROBO, JAMES L.	President & COO, FPL Group	Group	X		\$ 753,573							
4		Group			, , , , , , , , , , , , , , , , , , , ,	w,e,o, ,	011,000	4 001,000	20,010	1, 10 1,00 1	0,001,000	4 0,000,000
5 PIMENTEL, ARMANDO, JR.	Exec VP Finance & CFO	Group	x	X	\$ 445,579	\$ 926,675	\$ 172,656	\$ -	\$ 60,983	\$ 1,605,893	\$ 1,107,103	\$ 1,097,039
6		Group					,			, , , , , ,		1,144,1442
7		FPL										
8		Group										
9		Group										
10 11		Group										
11		Group										
12		FPL										
13		FPL										
14 15		Group										
15		FPL										
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17		FPL										
18 19		FPL										
19		Group										
20		Group										
21		FPL										
20 21 22 23		FPL										
23		FPL										
24 STALL, J. ARTHUR	Exec VP Nuclear Division	Group	X	X	\$ 587,225	\$ 1,410,984	\$ 194,238	\$ 448,091	\$ 15,563	\$ 2,656,100	\$ 1,328,050	\$ 688,010
25 26 27		FPL.										
26		FPL										
27		FPL										
28 29 OLIVERA, ARMANDO J.	President & CEO, Florida Power & Light	FPL FPL	III									
30 CLIVERA, ARMANDO J.	President & CEO, Florida Power & Light	FPL FPL	-	Х	\$ 593,185	\$ 1,605,787	\$ 345,312	\$ 651,786	\$ 14,954	\$ 3,211,024	\$ 3,211,024	\$ 3,181,836
30		FPL FPL										
31 32 33 34		FPL										
33		FPL										
34		FPL										
35		FPL										
35 36		FPL										
37		FPL										
38		FPL										
39		FPL										
40		FPL										
38 39 40 41		FPL										
42 43 44		FPL										
43		FPL										
44		FPL										
45		Group										
46												
47 Total					\$ 14,625,408	\$ 25,976,924	\$ 2,651,933	\$ 10,577,241	\$ 1,782,687	\$ 55,614,192	\$ 40,699,073	\$ 34,980,141
48 49 50												
49	Notes:											
50]	Please refer to end notes.					w		9.44				

CONFIDENTIAL INT 16 17 - 2009 Detail

Job Title  man & CEO, FPL Group  lent & COO, FPL Group  VP Finance & CFO	Group / FPL  Group Group Group Group Group Group Group Group Group Group Group Group Group Group FPL FPL FPL Group FPL Group FPL FPL Group FPL	Group Officer  X X X		a. Base Salary \$ 1,306,032 \$ 786,240 \$ 546,000	\$ 6,907,546 \$ 2,487,716	\$ 624,000	\$ 880,589	\$ 13,416	\$ 4,791,961	\$ 3,241,282	\$ 3,221,974
lent & COO, FPL Group	Group Group Group Group FPL Group Group Group Group Group Group Group FPL FPL FPL Group FPL Group	X	_	\$ 786,240	\$ 2,487,716	\$ 624,000	\$ 880,589	\$ 13,416	\$ 4,791,961	\$ 3,241,282	\$ 3,221,974
	Group Group Group Group FPL Group Group Group Group Group Group Group FPL FPL FPL Group FPL Group	X		\$ 786,240	\$ 2,487,716	\$ 624,000	\$ 880,589	\$ 13,416	\$ 4,791,961	\$ 3,241,282	\$ 3,221,974
VP Finance & CFO	Group Group FPL Group Group Group Group FPL FPL Group FPL Group FPL Group	X	X	\$ 546,000			\$ 535,080				
VP Finance & CFO	Group FPL Group Group Group Group FPL FPL Group FPL Group FPL Group	x	X	\$ 546,000	\$ 949,243	\$ 208,000	\$ 535,080	\$ 10,000	\$ 2,248,323	1,520,766	\$ 1,511,707
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VP Nuclear Division	Group	х	x	\$ 613,600	\$ 1,445,205	\$ 234,000	\$ 601,328	\$ 15,201	\$ 2,909,333	\$ 1,454,667	\$ 669,240
	FPL										
	FPL.										
_											
ent & CEO, Florida Power & Light		-	X	\$ 618,488	\$ 1,644,766	\$ 416,000	\$ 606,118	\$ 14,648	\$ 3,300,020	\$ 3,300,020	\$ 3,280,362
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				\$ 14,992,125	\$ 26,374,551	\$ 3,194,804	\$ 11,042,308	\$ 839,785	\$ 56,443,574	\$ 40,556,515	\$ 34,723,609
6	ent & CEO, Florida Power & Light	FPL FPL FPL FPL FPL FPL FPL FPL FPL FPL	FPL ent & CEO, Florida Power & Light  FPL FPL FPL FPL FPL FPL FPL FPL FPL FP	FPL FPL FPL FPL FPL FPL FPL FPL FPL FPL	FPL  FPL  FPL  FPL  FPL  FPL  FPL  FPL	FPL	FPL	FPL	FPL	FPL	FPL

CONFIDENTIAL INT 16 17 - 2010 Detail

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	Executive Name	Job Title	Group / FPL	Group Officer	FPL Officer	a. Base Salary	b. Stock Awards	c. Option Awards	d. Non-equity Incentive Comp.	e. All Other	f. Total Compensation	g. Allocated to FPL - Net of AMF	h. Adjusted Jurisdictional Other O&M
2		Chairman & CEO, FPL Group	Group	X	x	\$ 1,358,273							
3	ROBO, JAMES L.	President & COO, FPL Group	Group	X	,	\$ 817,690	\$ 2,587,225	\$ 648,960	\$ 915,812	\$ 13,832	\$ 4,983,518	\$ 3,277,162	\$ 3,242,801
4	'		Group										
	PIMENTEL, ARMANDO, JR.	Exec VP Finance & CFO	Group	Х	x	\$ 567,840	\$ 987,213	\$ 216,320	\$ 556,483	\$ 10,310	\$ 2,338,166	\$ 1,537,578	\$ 1,521,457
6			Group										
7			FPL										
8		-	Group Group										
10			Group										
11		-	Group										
12		-	FPL										
13			FPL										
14			Group										
15			FPL										
16			Group										
17			FPL										
18			FPL										
19			Group										
20 21 22			Group										
21			FPL FPL										
23		-	FPL										
	STALL, J. ARTHUR	Exec VP Nuclear Division	Group	v	х	\$ 638 144	\$ 1,503,013	\$ 243,360	\$ 625,381	\$ 15.672	\$ 3,025,570	\$ 1,512,785	\$ 633,205
25	STALL, J. AKTHOK	EXAC AL MUCICAI DIVISION	FPL	. ^	^	9 000,144	4 1,000,010	\$ 240,000	φ 020,001	10,012	4 5,555,516	1,012,100	000,200
26			FPL										
27			FPL										
28			FPL										
29	OLIVERA, ARMANDO J.	President & CEO, Florida Power & Light	FPL	-	х	\$ 643,228	\$ 1,710,557	\$ 432,640	\$ 630,363	\$ 15,102	\$ 3,431,889	\$ 3,431,889	\$ 3,395,905
30 31 32			FPL										
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45	Total					\$ 15,591,810	\$ 27,429,533	\$ 3,322,596	\$ 11,484,001	\$ 816,731	\$ 58,644,671	\$ 41,507,406	\$ 34,924,585
46	Total Notes:												
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INT 16 17 - 2011 Detail

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	Executive Name	Job Title	Group / FPL	Group Officer	FPL Officer	a. Base Salary	b. Stock Awards	c. Option Awards	d. Non-equity Incentive Comp.	e. All Other	f. Total Compensation	g. Aliocated to FPL - Net of AMF	h. Adjusted Jurisdictional Other O&M
2 F	HAY, LEWIS, III	Chairman & CEO, FPL Group	Group	X		\$ 1,412,604			\$ 1,977,646		\$ 11,876,335	\$ 7,705,366	
	ROBO, JAMES L.	President & COO, FPL Group	Group	X	-	\$ 850,397	\$ 2,690,714	\$ 674,918	\$ 952,445	\$ 14,260	\$ 5,182,735	\$ 3,362,558	\$ 3,328,405
4			Group										4 504 500
_	PIMENTEL, ARMANDO, JR.	Exec VP Finance & CFO	Group	x	X	\$ 590,554	\$ 1,026,701	\$ 224,973	\$ 578,743	\$ 10,630	\$ 2,431,600	\$ 1,577,622	\$ 1,561,598
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21 22	<del></del> .	-	FPL										
23		-	FPL										
24	STALL, J. ARTHUR	Exec VP Nuclear Division	Group	x	х	\$ 663,670	\$ 1,563,133	\$ 253,094	\$ 650,396	\$ 16,158	\$ 3,146,451	\$ 1,573,226	\$ 813,607
25	01/22 01/4111011		FPL										
26			FPL										
27			FPL										
28			FPL										
	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	\$ 3,532,778
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40	- · ·					\$ 16,215,483	\$ 28,526,714	\$ 3,455,500	\$ 11,943,361	\$ 772,002	\$ 60,913,060	\$ 42,794,202	\$ 36,514,995
46	Notes: Please refer to end notes.					. ,		•					
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## INT 16 17 - End Notes

## **Endnotes**

The responses to Interrogatory numbers 16 (regarding officers of FPL Group, Inc.) and 17 (regarding officers of Florida Power & Light Company) have been consolidated into one response, which encompasses 44 total positions.

There are no non-officer employees of FPL Group, Inc. Accordingly, compensation data for every employee of FPL Group, Inc. is included in this consolidated response to Interrogatories 16 and 17. One elected officer of Florida Power & Light Company is not included in this response because the officer's position is not considered an "executive" position; therefore, the position is budgeted within the general employee population (not in the executive budget location) and compensation data related to such individual/position is included in response to Staff Interrogatories 32 and 97 instead. The list of 44 total FPL Group, Inc. and Florida Power & Light Company officers/officer positions included in this consolidated response do not reflect turnover in those positions since the end of 2008; this is appropriate because the 2009 through 2011 budgets were finalized prior to year-end 2008 and therefore also do not reflect turnover/changes since that time.

With regard to parts "a" through "f" of the question, FPL does not charge or budget each and every component of total compensation on a per executive basis. Most budgeting activity at FPL is performed in aggregated amounts, whether by budget area or by group of employee or by type of compensation. FPL does maintain a separate executive budget location that includes but is not limited to base salary, annual incentive, long term incentive compensation and other compensation for (1) executives of FPL Group, (2) executives who are employed by FPL but are shared, and (3) executives who solely perform FPL functions. In an effort to respond to part "a" through "f" of the question, FPL has assembled, by individual, estimated 2008 actual costs and 2009 through 2011 forecasts.

The 2008 figures were based on a calculation of total employee compensation for that period. 2008 "Base Salary," "Non-Equity Incentive Comp," and "All Other" compensation amounts were obtained from payroll records, and the values of "Stock Awards" and "Option Awards" were calculated based on the expected grant date value of all equity compensation awards granted during 2008.

With respect to the estimates for 2009 through 2011, the information used was largely based on the assumptions for the executive location budget. "Base Salary," "Non-Equity Incentive Comp," and some "All Other" compensation expenses are estimated by individual. Regarding the "Stock Awards" and "Option Awards," FPL calculated an expected grant date fair value of the estimated grants that would be awarded to each executive in each year. The grant date fair value is the total value of the equity compensation that is awarded to the executive in a given year, but note that equity compensation grants are expensed ratably over the period in which they are earned until fully "vested." This is usually a three-year accrual/vesting period.

In summary, the "Total Compensation" column provides a reasonable estimate of the amount of compensation each executive received in 2008 and is reasonably expected to be awarded in each of 2009, 2010 and 2011.

Once all of the "Total Compensation" numbers for 2008 through 2011 were determined, an affiliate allocation rate was then applied to more accurately reflect the amount of expense to FPL for each individual. This value is reflected in the "Allocated to FPL" column.

The column labeled "Adjusted Jurisdictional Other O&M" was estimated by taking the net-of-allocations dollars shown in the "Allocated to FPL" column and subtracting: 1) compensation charged to clauses, and 2) capitalized payroll, and 3) the jurisdictional factor applicable to each year consistent with MFR C-1.

FPL performs a detailed annual benchmarking analysis of its pay levels to ensure alignment with the market in which it competes for talent. FPL's pay levels are comparable to the rates paid by its competitors for employees performing similar jobs and with similar skill sets.

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Name	Job Title	Group / FPL	Group Officer	FPL	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	k. Adjusted Jurisdictional Other O&M
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42	<u> </u>			<u> </u>		\$ 57,787,951	\$ 5,006,951	\$ 4,227,775	\$ 5,328,272	\$ 690,990	\$ 14,086,140	\$ 4,870,892	\$ 91,998,972	\$ 85,928,400	\$ 72,251,992

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			Group	FPL	b. Base Salary	c. Overtime	d. Bonus	e. Stock Awards		g. Non-equity	h. All Other	i. Total	N j. Net Allocation	O k. Adjusted
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-				Group	FPL	b. Base Salary	c. Overtime	d. Bonus	e. Stock Awards	f. Option	g. Non-equity	h. All Other	i. Total	j. Net Allocation	k. Adjusted
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	Name	Job Title	Group / FPL	Group Officer	FPL Officer	2, 2200 00,21,				Awards	Incentive Comp		Compensation		Jurisdictional Other O&M
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Г		Name	Job Title	Group / FPL	Group Officer		b. Base Salary	c. Overtime	d. Bonus	e. Stock Awards		g. Non-equity Incentive Comp	h. All Other	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional
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42	!1]						\$ 59,313,553	\$ 5,139,135	\$ 4,339,389	\$ 5,468,939	\$ 709,232	\$ 14,458,014	\$ 4,999,484	\$ 94,427,745	\$ 88,196,910	\$ 74,159,444

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Name 1	Job Title	Group / FPL	Group Officer	FPL Officer	a. Dase valary	c. Overanie	d. Dones	0, 000X A112120	Awards	Incentive Comp		Compensation	•	Jurisdictional Other O&M
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$\Box$					FPL	b. Base Salary	c. Overtime	d. Bonus	e. Stock Awards		g. Non-equity	h. All Other	i. Total	j. Net Allocation	k. Adjusted
	Name	Job Title	Group / FPL	Group Officer	PPL Officer					Awards	Incentive Comp		Compensation	,	Jurisdictional
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Name 1	Job Title	Group / FPL	Group Officer	FPL	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	k. Adjusted Jurisdictional Other O&M
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421						\$ 61,336,145	\$ 5,314,379	\$ 4,487,362	\$ 5,655,429	\$ 733,417	\$ 14,951,032	\$ 5,169,966	\$ 97,647,731	\$ 91,204,424	\$ 76,688,281

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Name	Job Title	Group / FPL	Group Officer	FPL Officer	,		=		Awards	Incentive Comp		Compensation	1	Jurisdictional
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				Group	FPL	b. Base Salary	c. Overtime	d. Bonus	e. Stock Awards	f. Option	g. Non-equity	h. All Other	i. Total	j. Net Allocation	k. Adjusted
Name	•	Job Title	Group / FPL	Officer	Officer					Awards	Incentive Comp		Compensation		Jurisdictional
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<del>                                     </del>			+		b. Base Salary	c. Overtime	d. Bonus	e. Stock Awards	f. Option	g. Non-equity	h. All Other	i. Total	j. Net Allocation	k. Adjusted
Name	Job Title	Group / FPL	Group	FPL	D. 2200 0212.7	0.0.0.0.0.0.0.0.0	u. 2020		Awards	Incentive Comp		Compensation	,	Jurisdictional
		·	Officer	Officer				1				<u> </u>		Other O&M
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⊢	<del>                                     </del>	- <del>-</del>			FPL	b. Base Salary	c. Overtime	d. Bonus	e. Stock Awards	f. Option	g. Non-equity	h. Ali Other	i. Total	j. Net Allocation	
	Name	Job Title	Group / FPL			•			ł	Awards	Incentive Comp		Compensation		Jurisdictional
۱,	Hanne	DOD THIC	<b>-</b>	Officer C	micer										Other O&M
41	<del></del>														
41															
42															
42						\$ 61,869,770	\$ 5,360,614	\$ 4,526,402	\$ 5,704,632	\$ 739,798	\$ 15,081,106	\$ 5,214,945	\$ 98,497,267	\$ 91,997,903	\$ 77,355,469

#### **Endnotes**

The responses to Staff's Interrogatory 32 (regarding each employee of Florida Power & Light Company whose compensation is \$200,000 or greater) and Interrogatory 97 (regarding each employee of Florida Power & Light Company whose compensation is \$165,000 or greater but less than \$200,000), have been consolidated into this one response. Officer compensation data was provided separately, in the consolidated response to Staff Interrogatory numbers 16 and 17. All FPL Group, Inc. employees are officers and their compensation data was therefore included in the consolidated response to Staff Interrogatory numbers 16 and 17.

The Company previously responded to these Staff Interrogatory numbers 32 and 97 with pre-tax compensation data, on a "net" of adjustments basis rather than on a "gross" basis (i.e. gross before any allocations, charges out, clause adjustments or capitalizations). In other words, the information was provided based on what was actually charged to FPL through base O&M. An additional number of employees are incorporated in this response in referencing gross compensation; however, the number of employees for whom more than \$165,000 is charged to FPL through base O&M does not change.

The list of 419 total positions included in this response do not reflect turnover in those positions since the end of 2008; this is appropriate because the 2009 through 2011 budgets were loaded prior to year-end 2008 and therefore also do not reflect turnover/changes since that time.

In response to part "b" through "j" of Interrogatory 97, FPL has assembled, by individual, estimated 2008 actual compensation. These 2008 figures were based on a calculation of total employee compensation for that period, which estimates the amount of equity incentive compensation awarded to each employee. The "Total Compensation" column provides a reasonable estimate of the amount of gross compensation each employee received in 2008. Once all of the expenses for 2008 were developed, an affiliate allocation was then applied to applicable employees to develop the "Net Allocation" column amounts.

For 2008, the column labeled "Adjusted Jurisdictional Other O&M" was estimated by taking the "Total Compensation" dollars and subtracting allocations and charges out to affiliates, compensation charged to clauses, capitalized payroll, and the jurisdictional factor applicable to 2008 consistent with MFR C-1.

With respect to the requested estimates for 2009 through 2011, FPL does not budget each component of total compensation at the individual employee level. Each FPL business unit budgets for the base salary, overtime, non-equity incentive plan compensation and certain other earnings of its employees, which are aggregated by business unit. FPL also maintains a separate corporate budget location where stock awards and option awards are budgeted, also on an aggregate basis. Therefore, forecasting each component of total compensation for each employee listed on the attached 2008 schedule for 2009, 2010 and 2011 cannot be done with precision. A reasonable estimate of each employee's 2009, 2010 and 2011 compensation elements and totals has been provided using a simple escalation of the 2008 totals by the MFR C-35 year-over-year increases of gross average payroll per employee for 2009, 2010 and 2011 of 2.64%, 3.41%, and 0.87% respectively.

FPL performs a detailed annual benchmarking analysis of its pay levels to ensure alignment with the market in which it competes for talent. FPL's pay levels are comparable to the rates paid by its competitors for employees performing similar jobs and with similar skill sets.

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					Total	Allocated to FPL - Net	Ca	pitalized	O&M Compe				Jurisdictional
Executive Name	Job Title	Group / FPL	Group Officer	FPL Officer	Compensation	of AMF		Amount	gross less		Insaiction	al Amounts	O&M
1									and Al	MF			
2 HAY, LEWIS, III	Chairman & CEO, FPt. Group	Group	x	X	\$ 11,101,809					,653,587	0.91%	69,571	Expenses 7,584,016
3 ROBO, JAMES L.	President & COO, FPL Group	Group	х	•	\$ 4,484,564	\$ 3,091,658			\$ 3	,091,658	0.91%	28,103	\$ 3,063,555
4		Group			,						0.91%		
5 PIMENTEL, ARMANDO, JR.	Exec VP Finance & CFO	Group	X	Х	\$ 1,605,893	\$ 1,107, <u>103</u>			\$ 1	,107,103	0.91%	10,064	\$ 1,097, <del>0</del> 39
6		Group					-				0.91%		
7		FPL									0.91%		
8		Group Group									0.91%		
9		Group									0.91%		
10		Group							•		0.91%		
11	<del></del>	FPL									0.91%		
12		FPL									0.91%		
14		Group									0.91%		
15		FPL									0.91%		
16		Group									0.91%		
17		FPL									0.91%		
18		FPL									0.91%		
19		Group									0.91%		
20		Group									0.91%		
21		FPL FPL									0.91%		
22 23		FPL									0.91%		
24 STALL, J. ARTHUR	Exec VP Nuclear Division	Group	X	X	\$ 2,656,100	\$ 1,328,050	\$	633,729	\$	694,321	0.91%	6,311	\$ 688,010
24 STALL, J. ARTHUR	Exec VI Hoolean Division	FPL									0.91%		
25 26 27		FPL									0.91%		
27		FPL							+		0.91%		
28		FPL				,					0.91%		
29 OLIVERA, ARMANDO J.	President & CEO, Florida Power & Light	FPL	-	X	\$ 3,211,024	\$ 3,211,024			\$ 3	3,211,024	0.91%	29,188	\$ 3,181,836
30		FPL									0.91%		
31	<del></del>	FPL FPL					<u> </u>				0.91%		
32 33	<del></del>	FPL FPL								<u></u>	0.91%		
34		FPL								-	0.91%		
35		FPL									0.91%		
36		FPL									0.91%		
37		FPL									0.91%		
38		FPL									0.91%		
39		FPL									0.91%		
40		FPL									0.91%		
41		FPL FPL									0.91%		
42		FPL FPL									0.91%		
43		FPL									0.91%		
44 45		Group									0.91%		
46													
47 Total		·			\$ 55,614,192	\$ 40,699,073	\$	5,398,045	\$ 35	5,301,028	3	320,886	\$ 34,980,141
48											_		
48 49 50	Notes:												
50	Please refer to end notes.												

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Executive Name	Job Title	Group / FPL	Group Officer	FPL Officer	Total Compensation	Allocated to FPL - Net of AMF		Capitalized Amount		O&M Compensation: gross less capital and AMF	Jurisdictional Amou	Adjusted
2 HAY, LEWIS, III	Chairman & CEO, FPL Group	Group	Х	x	\$ 10,980,983					\$ 7,427,537		246 \$ 7,383,291
3 ROBO, JAMES L.	President & COO, FPL Group	Group	X	-	\$ 4,791,961	\$ 3,241,282			Ì	\$ 3,241,282		308 \$ 3,221,974
4		Group							ĺ		0.60%	
5 PIMENTEL, ARMANDO, JR.	Exec VP Finance & CFO	Group	X	Х	\$ 2,248,323	\$ 1,520,766				\$ 1,520,766		059 \$ 1,511,707
6		Group					l				0.60%	
7		FPL Crown					lŀ		1		0.60%	
8	_	Group Group					l ł		ł		0.60%	
9 10		Group					l h		ł		0.60%	
11		Group					l I		1		0.60%	
12	<del></del>	FPL					l 1	· · · · · · · · · · · · · · · · · · ·	1		0.60%	
13		FPL							1		0.60%	
14		Group							1		0.60%	
15		FPL					Ì				0.60%	
16		Group							]		0.60%	
16 17		FPL							]		0.60%	
18		FPL							1		0.60%	
19		Group									0.60%	•
20		Group									0.60%	-
21		FPL SO:									0.60%	
22		FPL FPL									0.60%	
23	Exec VP Nuclear Division	Group	X	Т <sup>**</sup> х	\$ 2,909,333	\$ 1,454,667	! !	\$ 781,416		\$ 673,251		011 \$ 669,240
24 STALL, J. ARTHUR	Exec VP Nucleal Division	FPL	^		Ψ 2,909,333	3 1,707,007		\$ 101,100	ł	9 0/3,231	0.60%	\$ 603,240
25		FPL							l		0.60%	
26 27		FPL									0.60%	
28		FPL									0.60%	
29 OLIVERA, ARMANDO J.	President & CEO, Florida Power & Light	FPL	-	X	\$ 3,300,020	\$ 3,300,020	] [		]	\$ 3,300,020	0.60% \$ 19	658 \$ 3,280,362
30		FPL					[ ]		l		0.60%	
31		FPL							1		0.60%	
32		FPL									0.60%	
33		FPL									0.60%	
34 35		FPL									0.60%	
35		FPL FPL									0.60%	
36		FPL									0.60%	
37 38		FPL									0.60%	
39		FPL							1		0.60%	
40		FPL							1		0.60%	
41		FPL							1		0.60%	
42		FPL									0.60%	
43		FPL							]		0.60%	
44												
45					\$ 56,443,574	\$ 40,556,515		\$ 5,624,818		\$ 34,931,697	\$ 208	088 \$ 34,723,609
46												
47												
48												

#### INT 16 17 - 2010 Detail WORK PAPERS

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	Executive Name	Job Title	Group / FPL	Group Officer	FPL Officer	Total Compensation	Allocated to FPL - Net of AMF		Capitalized Amount		O&M Compensation: gross less capital and AMF	Jurisdictio	nal Amounts		Adjusted Jurisdictional O&M Expenses
	HAY, LEWIS, III	Chairman & CEO, FPL Group	Group	×	x	\$ 11,419,886	\$ 7,509,717				\$ 7,509,717	1.05%		j	\$ 7,430,978
	ROBO, JAMES L.	President & COO, FPL Group	Group	X	•	\$ 4,983,518	\$ 3,277,162				\$ 3,277,162	1.05%	\$ 34,361		\$ 3,242,801
4			Group									1.05%			
	PIMENTEL, ARMANDO, JR.	Exec VP Finance & CFO	Group	x	X	\$ 2,338,166	\$ 1,537,578				\$ 1,537,578		\$ 16,122	1	\$ 1,521,457
6			Group							1		1.05%			
7			FPL									1.05%			
8	<u></u>		Group									1.05% 1.05%			
9			Group									1.05%			
10			Group Group							1		1.05%			
11			FPL							1		1.05%			
13			FPL							1		1.05%			
14			Group							1		1.05%			
15			FPL							1		1.05%			
15 16 17			Group									1.05%			
17			FPL					i i				1.05%			
18			FPL									1.05%			
19			Group									1.05%			
20 21			Group									1.05%			
21			FPL									1.05% 1.05%			
22		_	FPL FPL									1.05%			
23		Fuer VD Musters Division	Group	x	x	\$ 3,025,570	\$ 1,512,785	1	\$ 872,870	•	\$ 639,914	1.05%			\$ 633,205
	STALL, J. ARTHUR	Exec VP Nuclear Division	FPL	х х	X	13 3,025,570	a 1,512,765		\$ 672,870	ł	\$ 005,514	1.05%	\$ 0,110		\$ 053,205
25 26			FPL									1.05%			
27		<u> </u>	FPL									1.05%			
28			FPL									1.05%			
29	OLIVERA, ARMANDO J.	President & CEO, Florida Power & Light	FPL	[ " <u>-</u>	X	\$ 3,431,889	\$ 3,431,889			]	\$ 3,431,889	1.05%	\$ 35,983		\$ 3,395,905
30			FPL									1.05%			
31			FPL							ļ		1.05%			
32			FPL									1.05%			
33			FPL									1.05%			
34			FPL									1.05% 1.05%			
34 35 36 37			FPL FPL									1.05%			
36	<del></del>		FPL FPL									1.05%			
38	·	-	FPL									1.05%			
38			FPL							1		1.05%			
40			FPL							1		1.05%			
41			FPL									1.05%			
42			FPL									1.05%			
43			FPL									1.05%			
44										,				,	
45						\$ 58,644,671	\$ 41,507,406	j	\$ 6,212,757	3	\$ 35,294,649		\$ 370,064		\$ 34,924,585
46															
47															
48															

INT 16 17 - 2011 Detail WORK PAPERS

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1	Executive Name	Job Title	Group / FPL	Group Officer	FPL Officer	Total Compensation	Allocated to FPL - Net of AMF		Capitalized Amount		O&M Compensation: gross less capital and AMF	Jurisdictional		L	Adjusted Jurisdictional O&M Expenses
2 1	HAY, LEWIS, III	Chairman & CEO, FPL Group	Group	X	X	\$ 11,876,335				ĺ	\$ 7,705,366	1.02% \$	78,263		\$ 7,627,103
	ROBO, JAMES L.	President & COO, FPL Group	Group	_X	-	\$ 5,182,735	\$ 3,362,558				\$ 3,362,558	1.02% \$	34,154		\$ 3,328,405
4			Group								1 577 500	1.02%	40.004		4 504 500
5 F	PIMENTEL, ARMANDO, JR.	Exec VP Finance & CFO	Group	X	X	\$ 2,431,600	\$ 1,577,6 <u>22</u>		ļ		\$ 1,577,622		16,024		\$ 1,561,598
6			Group						·			1.02% 1.02%			
7			FPL							1		1.02%			
8			Group Group							1		1.02%			
9			Group						-	l		1.02%			
10			Group							ĺ		1.02%			
11 12			FPL							1		1.02%			
13			FPL							i		1.02%			
14			Group									1.02%			
15	- A-A		FPL									1.02%			
16			Group						·			1.02%			
17			FPL									1.02%			
18			FPL									1.02%			
19			Group									1.02%			
20			Group									1.02%			
21			FPL									1.02%			
22			FPL FPL									1.02%			
23	OTAL : 45TILIS	Core VD Nuclear Division	Group	X	X	\$ 3,146,451	\$ 1,573,226		\$ 751,270	1	\$ 821,955		8,349		\$ 813,607
25	STALL, J. ARTHUR	Exec VP Nuclear Division	FPL	^	1^	Ψ 0,140,401	1,010,220		761,270		<b>52.1,000</b>	1.02%	-,		,,
122	4		FPL									1.02%			
26 27			FPL									1.02%			
28			FPL									1.02%			
	OLIVERA, ARMANDO J.	President & CEO, Florida Power & Light	FPL	- "	X	\$ 3,569,028	\$ 3,569,028			]	\$ 3,569,028		36,251		\$ 3,532,778
30	<del></del>		FPL									1.02%			
31	· · · · · · · · · · · · · · · · · · ·		FPL						<u> </u>	-		1.02%			
32			FPL									1.02% 1.02%			
33			FPL									1.02%			
34			FPL FPL									1.02%			
35			FPL FPL									1.02%			
36 37			FPL									1.02%			
38			FPL									1.02%			
30			FPL							1		1.02%			
39 40 41			FPL							]		1.02%			
41			FPL									1.02%			
42			FPL									1.02%			
42 43			FPL							j		1.02%			
44							A		A 5004510	,		1 1	274 000		£ 20 E44 BBE
	Total					\$ 60,913,060	\$ 42,794,202		\$ 5,904,518	J	\$ 36,889,684	1 12	374,689	l l	\$ 36,514,995
46															
47															
48															

	Α	В	С	D	E	F	G		<del></del>	1	
				<del></del>		j. Net Allocation	Capital & Clause	H (Net Allocation -	Jurisdictional	(Net Alloc - Capital &	K
1 1	Name	Job Title	Group / FPL	Group		J. Net Allocation	Related Expenses	Capital & Clause	Factor	Clause) x	k. Adjusted
11	734110	ood Hillo	Gloupille	Officer	Officer			Expenses)	line 8 C-1 (2008)	Jurisdictional Factor	Jurisdictional
2									0.99091		Other O&M
3									0.99091		
4									0.99091		
5									0.99091		
6											
7									0.99091 0.99091		
8											
9									0.99091 0.99091		
10									0.99091		
11									0.99091		
12									0.99091		
13									0.99091		
14									0.99091		
15									0.99091		
16									0.99091		
17									0.99091		
18									0.99091		
19									0.99091		
20									0.99091		
21									0.99091		
22									0.99091		
23	· ·								0.99091		
24									0.99091		
25									0.99091		
26 27									0.99091		
27									0.99091		
28									0.99091		
29									0.99091		
30									0.99091		
31									0.99091		
32									0.99091		
33									0.99091		
34									0.99091		
35									0.99091		
36									0.99091		

	Α	В	С	D	E	F	G	Н		J	K
$\vdash$						j. Net Allocation	Capital & Clause	(Net Allocation -	Jurisdictional	(Net Alloc - Capital &	k. Adjusted
	Name	Job Title	Group / FPL	Group		<b>j</b>	Related Expenses	Capital & Clause	Factor	Clause) x	Jurisdictional
1	Hailie	JOB TILLE	S.oup	Officer	Officer			Expenses)	line 8 C-1 (2008)	Jurisdictional Factor	Other O&M
37									0.99091		
38	-								0.99091		
39									0.99091		
40									0.99091		
41	<del>-</del>								0.99091		
42									0.99091		
43									0.99091		
44									0.99091		
45	·								0.99091		
46									0.99091		
47									0.99091		
48									0.99091		
49									0.99091		
50	<u> </u>								0.99091		
51									0.99091		
52									0.99091		
53	<del></del>								0.99091		
54									0.99091		
55									0.99091		
56									0.99091		
57									0.99091		
58	··								0.99091		
59									0.99091		
60									0.99091		
61									0.99091		
62									0.99091		
63									0.99091		
64									0.99091		
65									0.99091		
66									0.99091		
67									0.99091		
68									0.99091 0.99091		
69									0.99091		
70									0.99091		
71									0.55051		

r		7	T D		F	G	Н	1 1	1 1	К
A.	В	C	D	Е	· · · · · · · · · · · · · · · · · · ·	Capital & Clause	(Net Allocation -	Jurisdictional	(Net Alloc - Capital &	
Name	Job Title	Group / FPL	Group Officer	FPL Officer	j. Net Allocation	Related Expenses	Capital & Clause Expenses)	Factor line 8 C-1 (2008)	Clause) x  Jurisdictional Factor	k. Adjusted Jurisdictional Other O&M
70								0.99091		Other Oaw
72 73								0.99091		
74								0.99091		
75								0.99091		
76								0.99091		
77								0.99091		
78								0.99091		
79								0.99091		
80								0.99091		
81								0.99091		
82								0.99091		
83								0.99091		
84								0.99091		
85								0.99091		
86								0.99091		
87	······							0.99091		
88								0.99091		
89								0.99091		
90								0.99091		
91								0.99091		
92								0.99091		
93								0.99091		
94								0.99091		
95								0.99091		
96								0.99091		
97								0.99091		
98								0.99091		
99								0.99091		
100								0.99091		
101								0.99091		
102								0.99091		
103								0.99091		
104								0.99091 0.99091		
105								0.99091		
106								0.55051		

					2000					
A	В	C	D	Е	F	G	H		J	K
Name 1	Job Title	Group / FPL	Group Officer		j. Net Allocation	Capital & Clause Related Expenses	(Net Allocation - Capital & Clause Expenses)	Jurisdictional Factor line 8 C-1 (2008)	(Net Alloc - Capital & Clause) x Jurisdictional Factor	k. Adjusted Jurisdictional Other O&M
107								0.99091		
108								0.99091		
109								0.99091		
110								0.99091		
111								0.99091		
112								0.99091		
113								0.99091		
114								0.99091		
115								0.99091		
116								0.99091		
117								0.99091		
118								0.99091		
119								0.99091		
120								0.99091		
121								0.99091		
122								0.99091		
123								0.99091		
124								0.99091		
125								0.99091		
126								0.99091		
127								0.99091		
128								0.99091		
129								0.99091		
130								0.99091 0.99091		
131								0.99091		
132								0.99091		
133								0.99091		
134								0.99091		
135								0.99091		
136 137								0.99091		
138								0.99091		
139								0.99091		
140								0.99091		
141								0.99091		
141										

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A		В	С	D	Е	F	G	H		J	κ
Nam	ne	Job Title	Group / FPL	Group Officer	FPL Officer	j. Net Allocation	Capital & Clause Related Expenses	(Net Allocation - Capital & Clause Expenses)	Jurisdictional Factor line 8 C-1 (2008)	(Net Alloc - Capital & Clause) x Jurisdictional Factor	k. Adjusted Jurisdictional Other O&M
142									0.99091		Other Other
143									0.99091		
144	-								0.99091		
145									0.99091		
146									0.99091		
147									0.99091		
148									0.99091		
149									0.99091		
150									0.99091		
151									0.99091		
152									0.99091		
153									0.99091		
154									0.99091		
155									0.99091		
156									0.99091		
157									0.99091		
158									0.99091		
159									0.99091		
160	·								0.99091		
161									0.99091		
162									0.99091		
163									0.99091		
164									0.99091		
165									0.99091 0.99091		
166									0.99091		
167									0.99091		
168									0.99091		
169									0.99091		
170	_								0.99091		
171									0.99091		
172									0.99091		
173									0.99091		
174									0.99091		
175									0.99091		
176									0.00001	***************************************	

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-		- U		<del> </del>		j. Net Allocation	Capital & Clause	(Net Allocation -	Jurisdictional	(Net Alloc - Capital &	k. Adjusted
1 1	Name	Job Title	Group / FPL	Group		j. (tot / incouncil	Related Expenses	Capital & Clause	Factor	Clause) x	Jurisdictional
1 1	Name	oob ride	Gloup III E	Officer	Officer			Expenses)	line 8 C-1 (2008)	Jurisdictional Factor	Other O&M
177									0.99091		Other Com
178									0.99091		
179									0.99091		
180									0.99091		
181									0.99091		
182									0.99091		
183									0.99091		
184									0.99091		
185									0.99091		
186									0.99091		
187									0.99091		
188	· · · · · · · · · · · · · · · · · · ·								0.99091		
189									0.99091		
190									0.99091		
191									0.99091		
192	<del></del>								0.99091		
193									0.99091		
194									0.99091		
195									0.99091		
196									0.99091		
197									0.99091		
198									0.99091		
199									0.99091		
200									0.99091		
201	<del></del>								0.99091		
202 203									0.99091		
203									0.99091		
204									0.99091		
205	_								0.99091		
206	_								0.99091		
207									0.99091		
208	<del>_</del>								0.99091		
209									0.99091		
210									0.99091 0.99091		
211									บ.ชชบช ูเ		

	Α	В	С	D	E	F	G	Н	l l	J	K
				Grane		j. Net Allocation	Capital & Clause	(Net Allocation -	Jurisdictional	(Net Alloc - Capital &	k. Adjusted
	Name	Job Title	Group / FPL	Group		•	Related Expenses	Capital & Clause	Factor	Clause) x	Jurisdictional
1	·			Officer	Officer			Expenses)	line 8 C-1 (2008)	Jurisdictional Factor	Other O&M
212									0.99091		
213									0.99091		
214 215									0.99091		
215									0.99091		
216									0.99091		
217									0.99091		
218									0.99091		
219									0.99091		
220									0.99091		
221 222									0.99091		
223									0.99091 0.99091		
224									0.99091		
225									0.99091		
226									0.99091		
227									0.99091		
228									0.99091		
229									0.99091		
230									0.99091		
231									0.99091		
232									0.99091		
233									0.99091		
234									0.99091		
235									0.99091		
236									0.99091		
237	_								0.99091		
238									0.99091		
239									0.99091		
240									0.99091		
241									0.99091		
242	_								0.99091		
243									0.99091		
244 245									0.99091 0.99091		
245	<del></del>								0.99091		
240									0.99091		

	A	В	С	D	E	F	G	Н		<u> </u>	iz
$\vdash$		<u>_</u>				j. Net Allocation	Capital & Clause	(Net Allocation -	Jurisdictional	(Net Alloc - Capital &	K
	Name	Job Title	Group / FPL	Group	FPL	J. Net Anocation	Related Expenses	Capital & Clause	Factor	Clause) x	k. Adjusted
1	1401116	Job Title	Group / FFL	Officer	Officer		TOTAL TAPOLOGG	Expenses)	line 8 C-1 (2008)	Jurisdictional Factor	Jurisdictional
247								•	0.99091	40	Other O&M
248											
249									0.99091		
250									0.99091		
251									0.99091 0.99091		
252									0.99091		
253									0.99091		
254									0.99091		
255									0.99091		
256									0.99091		
257									0.99091		
258									0.99091		
258 259									0.99091		
260									0.99091		
261									0.99091		
262									0.99091		
263									0.99091		
264									0.99091		
265									0.99091		
266									0.99091		
267									0.99091		
268									0.99091		
269									0.99091		
270 271									0.99091		
271									0.99091		
272									0.99091		
272 273 274									0.99091		
274									0.99091		
275									0.99091		
276									0.99091		
277									0.99091		
278									0.99091		
279									0.99091		
280									0.99091		
281									0.99091		

Name		Ā	В	С	D	E	F	G	Н	l l	J	К
282		Name	Job Title	Group / FPL			j. Net Allocation		Capital & Clause	Factor	Clause) x	k. Adjusted Jurisdictional
284	282									0.99091		
286 0 98091 287 0 98091 288 0 98091 289 0 98091 289 0 98091 280 0 98091 290 0 98091 291 0 98091 292 0 98091 293 0 98091 294 0 98091 294 0 98091 295 0 98091 296 0 98091 297 0 98091 298 0 98091 300 0 98091 301 0 98091 302 0 98091 303 0 98091 304 0 98091 305 0 98091 306 0 98091 307 0 98091 308 0 98091 309 0 98091 300 0 98091 301 0 98091 302 0 98091 303 0 98091 304 0 98091 305 0 98091 306 0 98091 307 0 98091 308 0 98091 309 0 98091 309 0 98091 300 0 98091 301 0 98091 302 0 98091 303 0 98091 304 0 98091 305 0 98091 306 0 98091 307 0 98091 308 0 98091 309 0 98091 309 0 98091 309 0 98091 309 0 98091 309 0 98091 309 0 98091 309 0 98091 309 0 98091 309 0 98091 309 0 98091 309 0 98091	283											
286       0 98091         287       0 98091         288       0 98091         290       0 98091         291       0 98091         292       0 98091         293       0 98091         294       0 98091         295       0 98091         296       0 98091         297       0 98091         298       0 98091         299       0 98091         300       0 98091         301       0 98091         302       0 98091         303       0 98091         304       0 98091         305       0 98091         306       0 98091         307       0 98091         308       0 98091         309       0 98091         309       0 98091         301       0 98091         302       0 98091         303       0 98091         304       0 98091         305       0 98091         306       0 98091         307       0 98091         308       0 98091         310       0 98091         31	284											
287 289 290 290 291 291 291 291 292 291 292 293 293 294 294 295 295 296 297 298 298 299 299 299 299 299 299 299 299	285											
288   0 99091   29091   29091   29091   2919   2919   2929   293   293   294   295	286											
290   0 99091   0 99091   2922   2933   0 99091   2933   0 99091   2934   0 99091   2944   0 99091   2956   0 99091   2956   0 99091   2956   0 99091   2957   0 99091   2958   0 99091   2959   0 99091   2959   0 99091   2959   0 99091   2959   0 99091   2959   0 99091   2959   0 99091   2959   0 99091   2959   0 99091   2959   0 99091   2959   0 95091   2959   0 95091   2959   0 95091   2959   2959   0 95091   2959   2	287											
290   0 99091   0 99091   2922   2933   0 99091   2933   0 99091   2934   0 99091   2944   0 99091   2956   0 99091   2956   0 99091   2956   0 99091   2957   0 99091   2958   0 99091   2959   0 99091   2959   0 99091   2959   0 99091   2959   0 99091   2959   0 99091   2959   0 99091   2959   0 99091   2959   0 99091   2959   0 99091   2959   0 95091   2959   0 95091   2959   0 95091   2959   2959   0 95091   2959   2	288											
291 292 293 294 295 296 296 297 298 298 299 299 299 299 300 300 300 301 302 303 303 304 305 305 306 309 307 309 308 309 309 309 309 309 309 309 309 309 309	289											
292         293         294       0.99091         295       0.99091         296       0.99091         297       0.99091         298       0.99091         300       0.99091         300       0.99091         301       0.99091         302       0.99091         303       0.99091         304       0.99091         305       0.99091         306       0.99091         308       0.99091         309       0.99091         310       0.99091         311       0.99091         312       0.99091         313       0.99091         314       0.99091         315       0.99091	290											
294 295 296 297 297 298 299 299 300 300 301 301 302 303 302 303 304 305 305 306 306 307 308 308 309 309 309 309 309 309 309 309 309 309	291											
294 295 296 297 297 298 299 299 300 300 301 301 302 303 302 303 304 305 305 306 306 307 308 308 309 309 309 309 309 309 309 309 309 309	292											
295         296         297         298         299         300         301         302         303         304         305         306         307         308         309         309         311         312         313         314         315	293											
296         297         298         299         300         3001         3002         302         303         304         305         306         307         308         309         309         309         310         311         312         313         314         315	294											
297         298         299         300         301         302         303         304         305         306         307         308         309         310         311         312         313         314         309         311         309         310         311         312         313         314         315	295											
298         299         300         301         302         303         304         305         306         307         308         309         309         311         312         313         314         315	290											
299       0.99091         300       0.99091         301       0.99091         302       0.99091         303       0.99091         304       0.99091         305       0.99091         306       0.99091         307       0.99091         308       0.99091         309       0.99091         310       0.99091         311       0.99091         312       0.99091         313       0.99091         314       0.99091         315       0.99091	208											
300       0.99091         301       0.99091         302       0.99091         303       0.99091         304       0.99091         305       0.99091         306       0.99091         307       0.99091         308       0.99091         309       0.99091         310       0.99091         311       0.99091         312       0.99091         313       0.99091         314       0.99091         315       0.99091	290											
301       0.99091         302       0.99091         303       0.99091         304       0.99091         305       0.99091         306       0.99091         307       0.99091         308       0.99091         310       0.99091         311       0.99091         312       0.99091         313       0.99091         314       0.99091         315       0.99091	300											
302       0.99091         303       0.99091         304       0.99091         305       0.99091         306       0.99091         307       0.99091         308       0.99091         310       0.99091         311       0.99091         312       0.99091         313       0.99091         314       0.99091         315       0.99091	301											
303       0.99091         304       0.99091         305       0.99091         306       0.99091         307       0.99091         308       0.99091         310       0.99091         311       0.99091         312       0.99091         313       0.99091         314       0.99091         315       0.99091												
304       0.99091         305       0.99091         306       0.99091         307       0.99091         308       0.99091         309       0.99091         310       0.99091         311       0.99091         312       0.99091         313       0.99091         314       0.99091         315       0.99091	303											
305         306         307         308         309         310         311         312         313         314         315	304											
306       0.99091         307       0.99091         308       0.99091         309       0.99091         310       0.99091         311       0.99091         312       0.99091         313       0.99091         314       0.99091         315       0.99091	305	<del></del> -										
307         308         309         310         311         312         313         314         315												
308         309         310         311         312         313         314         315	307	···										
309 0.99091 310 0.99091 311 0.99091 312 0.99091 313 0.99091 314 0.99091 315 0.99091	308											
310       0.99091         311       0.99091         312       0.99091         313       0.99091         314       0.99091         315       0.99091	309	, <del></del>										
311       0.99091         312       0.99091         313       0.99091         314       0.99091         315       0.99091	310											
312       0.99091         313       0.99091         314       0.99091         315       0.99091												
313 0.99091 314 0.99091 315 0.99091												
314 315 0.99091												
216												
0.99091	316									0.99091		

	Ā	В	С	D	E	F	G	H			
1	Name	Job Title	Group / FPL	Group Officer	FPL Officer	j. Net Allocation	Capital & Clause Related Expenses	(Net Allocation - Capital & Clause Expenses)	Jurisdictional Factor line 8 C-1 (2008)	(Net Alloc - Capital & Clause) x Jurisdictional Factor	k. Adjusted Jurisdictional Other O&M
317 318									0.99091		
319									0.99091		
320									0.99091		
321									0.99091		
322									0.99091		
323									0.99091		
324									0.99091		
324 325									0.99091		
326									0.99091		
327									0.99091		
328									0.99091		
329									0.99091 0.99091		
330									0.99091		
331									0.99091		
332									0.99091		
333									0.99091		
334	-								0.99091		
335									0.99091		
336									0.99091		
337									0.99091		
338									0.99091		
339									0.99091		
340									0.99091		
341									0.99091		
342	_								0.99091		
343	***								0.99091		
344									0.99091		
345									0.99091		
346									0.99091		
347									0.99091		
348									0.99091		
349									0.99091		
350									0.99091		
351		·	-11-11						0.99091		

$\sqcup$	<u>A</u>	В	С	L D	E	F	G	H	1	J	K
				<u></u>	FPL	j. Net Allocation	Capital & Clause	(Net Allocation -	Jurisdictional	(Net Alloc - Capital &	k. Adjusted
	Name	Job Title	Group / FPL	Group			Related Expenses	Capital & Clause	Factor	Clause) x	Jurisdictional
<u> </u>			-	Officer	Officer			Expenses)	line 8 C-1 (2008)	Jurisdictional Factor	Other O&M
352 353									0.99091		
353									0.99091		
354									0.99091		
354 355									0.99091		
356									0.99091		
357									0.99091		
358									0.99091		
359									0.99091		
360									0.99091		
361									0.99091		
362									0.99091		
362 363									0.99091		
364									0.99091		
365	=								0.99091		
366									0.99091		
367									0.99091		
368									0.99091		
369									0.99091		
370									0.99091		
371									0.99091		
372									0.99091		
373									0.99091		
374									0.99091		
375									0.99091		
376									0.99091		
377									0.99091		
378									0.99091		
379									0.99091		
380									0.99091		
381									0.99091		
382									0.99091		
383									0.99091		
384									0.99091		
385									0.99091		
386									0.99091		

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$\vdash$	^	В	C	D	Ε	F	G	H	1	J	K
				Group	FPL	j. Net Allocation	Capital & Clause	(Net Allocation -	Jurisdictional	(Net Alloc - Capital &	k. Adjusted
	Name	Job Title	Group / FPL				Related Expenses	Capital & Clause	Factor	Clause) x	Jurisdictional
1	<del></del>			Officer	Officer		ļ	Expenses)	line 8 C-1 (2008)	Jurisdictional Factor	Other O&M
387								·	0.99091		Guior Guin
388									0.99091		
389									0.99091		
390									0.99091		
391									0.99091		
392									0.99091		
393									0.99091		
394									0.99091		
395									0.99091		
396									0.99091		
397									0.99091		
398									0.99091		
399									0.99091		
400									0.99091		
401									0.99091		
402									0.99091		
403									0.99091		
404									0.99091		
405									0.99091		
406									0.99091		
407									0.99091		
408											
409									0.99091 0.99091		
410											
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420									0.99091		
421						<b>A OF 250 155</b>			0.99091		
-2-1		<u>.</u>				\$ 85,928,400	-	\$ -		\$ -	\$ 72,251,992