

080677-EI  
090130-EI

**REDACTED**

EXHIBIT B

COM \_\_\_\_\_  
RCM   I    
GCL \_\_\_\_\_  
OVC \_\_\_\_\_  
RCP \_\_\_\_\_  
SRC \_\_\_\_\_  
SGA \_\_\_\_\_  
ADM \_\_\_\_\_  
CLK \_\_\_\_\_

DOCUMENT NUMBER-DATE  
09382 SEP 10 8  
FPSC-COMMISSION CLERK

	A	B	C	D	E	F	G	H	I	J	K	L	M
1	Executive Name		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	\$ 7,584,018
3	ROBO, 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	\$ 3,063,555
4			Group										
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										
7			FPL										
8			Group										
9			Group										
10			Group										
11			Group										
12			FPL										
13			FPL										
14			Group										
15			FPL										
16			Group										
17			FPL										
18			FPL										
19			Group										
20			Group										
21			FPL										
22			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			FPL										
26			FPL										
27			FPL										
28			FPL										
29	OLIVERA, ARMANDO J.	President & CEO, Florida Power & Light	FPL	-	x	\$ 593,185	\$ 1,605,787	\$ 345,312	\$ 651,786	\$ 14,954	\$ 3,211,024	\$ 3,211,024	\$ 3,181,836
30			FPL										
31			FPL										
32			FPL										
33			FPL										
34			FPL										
35			FPL										
36			FPL										
37			FPL										
38			FPL										
39			FPL										
40			FPL										
41			FPL										
42			FPL										
43			FPL										
44			FPL										
45			Group										
46													
47	<b>Total</b>					\$ 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													

Notes:  
- Please refer to end notes.

	A	B	C	D	E	F	G	H	I	J	K	L	M
	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
1													
2	HAY, LEWIS, III	Chairman & CEO, FPL Group	Group	x	x	\$ 1,306,032	\$ 6,907,546	\$ 901,604	\$ 1,828,445	\$ 37,356	\$ 10,980,983	\$ 7,427,537	\$ 7,383,291
3	ROBO, 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
4			Group										
5	PIMENTEL, ARMANDO, JR.	Exec VP Finance & CFO	Group	x	x	\$ 546,000	\$ 949,243	\$ 208,000	\$ 535,080	\$ 10,000	\$ 2,248,323	\$ 1,520,766	\$ 1,511,707
6			Group										
7			FPL										
8			Group										
9			Group										
10			Group										
11			Group										
12			FPL										
13			FPL										
14			Group										
15			FPL										
16			Group										
17			FPL										
18			FPL										
19			Group										
20			Group										
21			FPL										
22			FPL										
23			FPL										
24	STALL, 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
25			FPL										
26			FPL										
27			FPL										
28			FPL										
29	OLIVERA, ARMANDO J.	President & CEO, Florida Power & Light	FPL	-	x	\$ 618,488	\$ 1,644,768	\$ 416,000	\$ 606,118	\$ 14,648	\$ 3,300,020	\$ 3,300,020	\$ 3,280,362
30			FPL										
31			FPL										
32			FPL										
33			FPL										
34			FPL										
35			FPL										
36			FPL										
37			FPL										
38			FPL										
39			FPL										
40			FPL										
41			FPL										
42			FPL										
43			FPL										
44													
45						\$ 14,992,125	\$ 26,374,551	\$ 3,194,804	\$ 11,042,308	\$ 839,785	\$ 56,443,574	\$ 40,556,515	\$ 34,723,609
46													
47	Notes:												
48	Please refer to end notes.												

	A	B	C	D	E	F	G	H	I	J	K	L	M
	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
1													
2	HAY, LEWIS, III	Chairman & CEO, FPL Group	Group	x	x	\$ 1,358,273	\$ 7,183,848	\$ 937,668	\$ 1,901,583	\$ 38,514	\$ 11,419,886	\$ 7,509,717	\$ 7,430,978
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										
5	PIMENTEL, ARMANDO, JR.	Exec VP Finance & CFO	Group	x	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										
9			Group										
10			Group										
11			Group										
12			FPL										
13			FPL										
14			Group										
15			FPL										
16			Group										
17			FPL										
18			FPL										
19			Group										
20			Group										
21			FPL										
22			FPL										
23			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			FPL										
27			FPL										
28			FPL										
29	OLIVERA, ARMANDO J.	President & CEO, Florida Power & Light	FPL	-	x	\$ 643,228	\$ 1,710,557	\$ 432,640	\$ 630,363	\$ 15,102	\$ 3,431,889	\$ 3,431,889	\$ 3,395,905
30			FPL										
31			FPL										
32			FPL										
33			FPL										
34			FPL										
35			FPL										
36			FPL										
37			FPL										
38			FPL										
39			FPL										
40			FPL										
41			FPL										
42			FPL										
43			FPL										
44			FPL										
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													
47	Notes:												
48	Please refer to end notes.												
49													
50													
51													
52													
53													

	A	B	C	D	E	F	G	H	I	J	K	L	M
	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
1													
2	HAY, LEWIS, III	Chairman & CEO, FPL Group	Group	x	x	\$ 1,412,604	\$ 7,471,202	\$ 975,175	\$ 1,977,646	\$ 39,708	\$ 11,876,335	\$ 7,705,366	\$ 7,627,103
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
4			Group										
5	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
6			Group										
7			FPL										
8			Group										
9			Group										
10			Group										
11			Group										
12			FPL										
13			FPL										
14			Group										
15			FPL										
16			Group										
17			FPL										
18			FPL										
19			Group										
20			Group										
21			FPL										
22			FPL										
23			FPL										
24	STALL, 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
25			FPL										
26			FPL										
27			FPL										
28			FPL										
29	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
30			FPL										
31			FPL										
32			FPL										
33			FPL										
34			FPL										
35			FPL										
36			FPL										
37			FPL										
38			FPL										
39			FPL										
40			FPL										
41			FPL										
42			FPL										
43			FPL										
44													
45	<b>Total</b>					<b>\$ 16,215,483</b>	<b>\$ 28,526,714</b>	<b>\$ 3,455,500</b>	<b>\$ 11,943,361</b>	<b>\$ 772,002</b>	<b>\$ 60,913,060</b>	<b>\$ 42,794,202</b>	<b>\$ 36,514,995</b>
46													
47	Notes:												
48	Please refer to end notes.												
49													
50													
51													
52													
53													

**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.

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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 Q&M
1															
2															
3															
4															
5															
6															
7															
8															
9															
10															
11															
12															
13															
14															
15															
16															
17															
18															
19															
20															
21															
22															
23															
24															
25															
26															
27															
28															
29															
30															
31															
32															
33															
34															
35															
36															
37															
38															
39															
40															
41															
42															
43															
44															
45															
46															
47															
48															
49															
50															
51															
52															
53															

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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
1															
54															
55															
56															
57															
58															
59															
60															
61															
62															
63															
64															
65															
66															
67															
68															
69															
70															
71															
72															
73															
74															
75															
76															
77															
78															
79															
80															
81															
82															
83															
84															
85															
86															
87															
88															
89															
90															
91															
92															
93															
94															
95															
96															
97															
98															
99															
100															
101															
102															
103															
104															
105															



	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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
1															
106															
107															
108															
109															
110															
111															
112															
113															
114															
115															
116															
117															
118															
119															
120															
121															
122															
123															
124															
125															
126															
127															
128															
129															
130															
131															
132															
133															
134															
135															
136															
137															
138															
139															
140															
141															
142															
143															
144															
145															
146															
147															
148															
149															
150															
151															
152															
153															
154															
155															
156															
157															

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
1	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
158															
159															
160															
161															
162															
163															
164															
165															
166															
167															
168															
169															
170															
171															
172															
173															
174															
175															
176															
177															
178															
179															
180															
181															
182															
183															
184															
185															
186															
187															
188															
189															
190															
191															
192															
193															
194															
195															
196															
197															
198															
199															
200															
201															
202															
203															
204															
205															
206															
207															
208															
209															

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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
1															
210															
211															
212															
213															
214															
215															
216															
217															
218															
219															
220															
221															
222															
223															
224															
225															
226															
227															
228															
229															
230															
231															
232															
233															
234															
235															
236															
237															
238															
239															
240															
241															
242															
243															
244															
245															
246															
247															
248															
249															
250															
251															
252															
253															
254															
255															
256															
257															
258															
259															
260															
261															

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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
1															
262															
263															
264															
265															
266															
267															
268															
269															
270															
271															
272															
273															
274															
275															
276															
277															
278															
279															
280															
281															
282															
283															
284															
285															
286															
287															
288															
289															
290															
291															
292															
293															
294															
295															
296															
297															
298															
299															
300															
301															
302															
303															
304															
305															
306															
307															
308															
309															
310															
311															
312															
313															

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
1	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
314															
315															
316															
317															
318															
319															
320															
321															
322															
323															
324															
325															
326															
327															
328															
329															
330															
331															
332															
333															
334															
335															
336															
337															
338															
339															
340															
341															
342															
343															
344															
345															
346															
347															
348															
349															
350															
351															
352															
353															
354															
355															
356															
357															
358															
359															
360															
361															
362															
363															
364															
365															

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
1	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
366															
367															
368															
369															
370															
371															
372															
373															
374															
375															
376															
377															
378															
379															
380															
381															
382															
383															
384															
385															
386															
387															
388															
389															
390															
391															
392															
393															
394															
395															
396															
397															
398															
399															
400															
401															
402															
403															
404															
405															
406															
407															
408															
409															
410															
411															
412															
413															
414															
415															
416															
417															

2008

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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
1															
418															
419															
420															
421						\$ 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
422															

	A	B	C	D	E	F	G	H
	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
1								
2								
3								
4								
5								
6								
7								
8								
9								
10								
11								
12								
13								
14								
15								
16								
17								
18								
19								
20								
21								
22								
23								
24								
25								
26								
27								
28								
29								
30								
31								
32								
33								
34								



	A	B	C	D	E	F	G	H
	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
1								
35								
36								
37								
38								
39								
40								
41								
42								
43								
44								
45								
46								
47								
48								
49								
50								
51								
52								
53								
54								
55								
56								
57								
58								
59								
60								
61								
62								
63								
64								
65								
66								
67								

2009

	A	B	C	D	E	F	G	H
	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
1								
68								
69								
70								
71								
72								
73								
74								
75								
76								
77								
78								
79								
80								
81								
82								
83								
84								
85								
86								
87								
88								
89								
90								
91								
92								
93								
94								
95								
96								
97								
98								
99								
100								

2009

	A	B	C	D	E	F	G	H
1	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
101								
102								
103								
104								
105								
106								
107								
108								
109								
110								
111								
112								
113								
114								
115								
116								
117								
118								
119								
120								
121								
122								
123								
124								
125								
126								
127								
128								
129								
130								
131								
132								
133								

2009

	A	B	C	D	E	F	G	H
1	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
134								
135								
136								
137								
138								
139								
140								
141								
142								
143								
144								
145								
146								
147								
148								
149								
150								
151								
152								
153								
154								
155								
156								
157								
158								
159								
160								
161								
162								
163								
164								
165								
166								

	A	B	C	D	E	F	G	H
	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
1								
167								
168								
169								
170								
171								
172								
173								
174								
175								
176								
177								
178								
179								
180								
181								
182								
183								
184								
185								
186								
187								
188								
189								
190								
191								
192								
193								
194								
195								
196								
197								
198								
199								

2009

	A	B	C	D	E	F	G	H
1	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
200								
201								
202								
203								
204								
205								
206								
207								
208								
209								
210								
211								
212								
213								
214								
215								
216								
217								
218								
219								
220								
221								
222								
223								
224								
225								
226								
227								
228								
229								
230								
231								
232								

	A	B	C	D	E	F	G	H
1	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
233								
234								
235								
236								
237								
238								
239								
240								
241								
242								
243								
244								
245								
246								
247								
248								
249								
250								
251								
252								
253								
254								
255								
256								
257								
258								
259								
260								
261								
262								
263								
264								
265								

2009

	A	B	C	D	E	F	G	H
	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
1								
266								
267								
268								
269								
270								
271								
272								
273								
274								
275								
276								
277								
278								
279								
280								
281								
282								
283								
284								
285								
286								
287								
288								
289								
290								
291								
292								
293								
294								
295								
296								
297								
298								



	A	B	C	D	E	F	G	H
1	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
299								
300								
301								
302								
303								
304								
305								
306								
307								
308								
309								
310								
311								
312								
313								
314								
315								
316								
317								
318								
319								
320								
321								
322								
323								
324								
325								
326								
327								
328								
329								
330								
331								

2009

	A	B	C	D	E	F	G	H
1	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
332								
333								
334								
335								
336								
337								
338								
339								
340								
341								
342								
343								
344								
345								
346								
347								
348								
349								
350								
351								
352								
353								
354								
355								
356								
357								
358								
359								
360								
361								
362								
363								
364								

	A	B	C	D	E	F	G	H
1	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
365								
366								
367								
368								
369								
370								
371								
372								
373								
374								
375								
376								
377								
378								
379								
380								
381								
382								
383								
384								
385								
386								
387								
388								
389								
390								
391								
392								
393								
394								
395								
396								
397								

2009

	A	B	C	D	E	F	G	H
1	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
398								
399								
400								
401								
402								
403								
404								
405								
406								
407								
408								
409								
410								
411								
412								
413								
414								
415								
416								
417								
418								
419								
420								
421						\$ 94,427,745	\$ 88,196,910	\$ 74,159,444

	A	B	C	D	E	F	G	H
	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
1								
2								
3								
4								
5								
6								
7								
8								
9								
10								
11								
12								
13								
14								
15								
16								
17								
18								
19								
20								
21								
22								
23								
24								
25								
26								
27								
28								
29								
30								
31								
32								
33								
34								

2010

	A	B	C	D	E	F	G	H
	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
1								
35								
36								
37								
38								
39								
40								
41								
42								
43								
44								
45								
46								
47								
48								
49								
50								
51								
52								
53								
54								
55								
56								
57								
58								
59								
60								
61								
62								
63								
64								
65								
66								
67								

2010

	A	B	C	D	E	F	G	H
	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
1								
68								
69								
70								
71								
72								
73								
74								
75								
76								
77								
78								
79								
80								
81								
82								
83								
84								
85								
86								
87								
88								
89								
90								
91								
92								
93								
94								
95								
96								
97								
98								
99								
100								

2010

	A	B	C	D	E	F	G	H
1	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
101								
102								
103								
104								
105								
106								
107								
108								
109								
110								
111								
112								
113								
114								
115								
116								
117								
118								
119								
120								
121								
122								
123								
124								
125								
126								
127								
128								
129								
130								
131								
132								
133								



2010

	A	B	C	D	E	F	G	H
1	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
134								
135								
136								
137								
138								
139								
140								
141								
142								
143								
144								
145								
146								
147								
148								
149								
150								
151								
152								
153								
154								
155								
156								
157								
158								
159								
160								
161								
162								
163								
164								
165								
166								

2010

	A	B	C	D	E	F	G	H
	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
1								
167								
168								
169								
170								
171								
172								
173								
174								
175								
176								
177								
178								
179								
180								
181								
182								
183								
184								
185								
186								
187								
188								
189								
190								
191								
192								
193								
194								
195								
196								
197								
198								
199								

2010

	A	B	C	D	E	F	G	H
1	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
200								
201								
202								
203								
204								
205								
206								
207								
208								
209								
210								
211								
212								
213								
214								
215								
216								
217								
218								
219								
220								
221								
222								
223								
224								
225								
226								
227								
228								
229								
230								
231								
232								

2010

	A	B	C	D	E	F	G	H
1	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
233								
234								
235								
236								
237								
238								
239								
240								
241								
242								
243								
244								
245								
246								
247								
248								
249								
250								
251								
252								
253								
254								
255								
256								
257								
258								
259								
260								
261								
262								
263								
264								
265								

2010

	A	B	C	D	E	F	G	H
	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
1								
266								
267								
268								
269								
270								
271								
272								
273								
274								
275								
276								
277								
278								
279								
280								
281								
282								
283								
284								
285								
286								
287								
288								
289								
290								
291								
292								
293								
294								
295								
296								
297								
298								

2010

	A	B	C	D	E	F	G	H
1	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
299								
300								
301								
302								
303								
304								
305								
306								
307								
308								
309								
310								
311								
312								
313								
314								
315								
316								
317								
318								
319								
320								
321								
322								
323								
324								
325								
326								
327								
328								
329								
330								
331								

2010

	A	B	C	D	E	F	G	H
1	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
332								
333								
334								
335								
336								
337								
338								
339								
340								
341								
342								
343								
344								
345								
346								
347								
348								
349								
350								
351								
352								
353								
354								
355								
356								
357								
358								
359								
360								
361								
362								
363								
364								

2010

	A	B	C	D	E	F	G	H
	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
1								
365								
366								
367								
368								
369								
370								
371								
372								
373								
374								
375								
376								
377								
378								
379								
380								
381								
382								
383								
384								
385								
386								
387								
388								
389								
390								
391								
392								
393								
394								
395								
396								
397								



2010

	A	B	C	D	E	F	G	H
1	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
398								
399								
400								
401								
402								
403								
404								
405								
406								
407								
408								
409								
410								
411								
412								
413								
414								
415								
416								
417								
418								
419								
420								
421						\$ 97,647,731	\$ 91,204,424	\$ 76,688,281

2011

	A	B	C	D	E	F	G	H
	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
1								
2								
3								
4								
5								
6								
7								
8								
9								
10								
11								
12								
13								
14								
15								
16								
17								
18								
19								
20								
21								
22								
23								
24								
25								
26								
27								
28								
29								
30								
31								
32								
33								
34								

2011

	A	B	C	D	E	F	G	H
	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
1								
35								
36								
37								
38								
39								
40								
41								
42								
43								
44								
45								
46								
47								
48								
49								
50								
51								
52								
53								
54								
55								
56								
57								
58								
59								
60								
61								
62								
63								
64								
65								
66								
67								

2011

	A	B	C	D	E	F	G	H
1	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
68								
69								
70								
71								
72								
73								
74								
75								
76								
77								
78								
79								
80								
81								
82								
83								
84								
85								
86								
87								
88								
89								
90								
91								
92								
93								
94								
95								
96								
97								
98								
99								
100								

2011

	A	B	C	D	E	F	G	H
1	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
101								
102								
103								
104								
105								
106								
107								
108								
109								
110								
111								
112								
113								
114								
115								
116								
117								
118								
119								
120								
121								
122								
123								
124								
125								
126								
127								
128								
129								
130								
131								
132								
133								

2011

	A	B	C	D	E	F	G	H
1	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
134								
135								
136								
137								
138								
139								
140								
141								
142								
143								
144								
145								
146								
147								
148								
149								
150								
151								
152								
153								
154								
155								
156								
157								
158								
159								
160								
161								
162								
163								
164								
165								
166								

	A	B	C	D	E	F	G	H
1	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
167								
168								
169								
170								
171								
172								
173								
174								
175								
176								
177								
178								
179								
180								
181								
182								
183								
184								
185								
186								
187								
188								
189								
190								
191								
192								
193								
194								
195								
196								
197								
198								
199								

2011

	A	B	C	D	E	F	G	H
1	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
200								
201								
202								
203								
204								
205								
206								
207								
208								
209								
210								
211								
212								
213								
214								
215								
216								
217								
218								
219								
220								
221								
222								
223								
224								
225								
226								
227								
228								
229								
230								
231								
232								



2011

	A	B	C	D	E	F	G	H
1	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
233								
234								
235								
236								
237								
238								
239								
240								
241								
242								
243								
244								
245								
246								
247								
248								
249								
250								
251								
252								
253								
254								
255								
256								
257								
258								
259								
260								
261								
262								
263								
264								
265								

2011

	A	B	C	D	E	F	G	H
1	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
266								
267								
268								
269								
270								
271								
272								
273								
274								
275								
276								
277								
278								
279								
280								
281								
282								
283								
284								
285								
286								
287								
288								
289								
290								
291								
292								
293								
294								
295								
296								
297								
298								

2011

	A	B	C	D	E	F	G	H
1	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
299								
300								
301								
302								
303								
304								
305								
306								
307								
308								
309								
310								
311								
312								
313								
314								
315								
316								
317								
318								
319								
320								
321								
322								
323								
324								
325								
326								
327								
328								
329								
330								
331								

	A	B	C	D	E	F	G	H
1	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
332								
333								
334								
335								
336								
337								
338								
339								
340								
341								
342								
343								
344								
345								
346								
347								
348								
349								
350								
351								
352								
353								
354								
355								
356								
357								
358								
359								
360								
361								
362								
363								
364								

	A	B	C	D	E	F	G	H
1	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
365								
366								
367								
368								
369								
370								
371								
372								
373								
374								
375								
376								
377								
378								
379								
380								
381								
382								
383								
384								
385								
386								
387								
388								
389								
390								
391								
392								
393								
394								
395								
396								
397								

2011

	A	B	C	D	E	F	G	H
1	Name	Job Title	Group / FPL	Group Officer	FPL Officer	i. Total Compensation	j. Net Allocation	k. Adjusted Jurisdictional Other O&M
398								
399								
400								
401								
402								
403								
404								
405								
406								
407								
408								
409								
410								
411								
412								
413								
414								
415								
416								
417								
418								
419								
420								
421						\$ 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.

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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 Amounts			Adjusted Jurisdictional O&M Expenses
1															
2	HAY, LEWIS, III	Chairman & CEO, FPL Group	Group	x	x	\$ 11,101,809	\$ 7,653,587				\$ 7,653,587	0.91%	69,571		\$ 7,584,016
3	ROBO, JAMES L.	President & COO, FPL Group	Group	x	-	\$ 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	x	\$ 1,605,893	\$ 1,107,103				\$ 1,107,103	0.91%	10,064		\$ 1,097,039
6			Group									0.91%			
7			FPL									0.91%			
8			Group									0.91%			
9			Group									0.91%			
10			Group									0.91%			
11			Group									0.91%			
12			FPL									0.91%			
13			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									0.91%			
22			FPL									0.91%			
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
25			FPL									0.91%			
26			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				\$ 3,211,024	0.91%	29,188		\$ 3,181,836
30			FPL									0.91%			
31			FPL									0.91%			
32			FPL									0.91%			
33			FPL									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									0.91%			
42			FPL									0.91%			
43			FPL									0.91%			
44			FPL									0.91%			
45			Group									0.91%			
46															
47	<b>Total</b>					<b>\$ 55,614,192</b>	<b>\$ 40,699,073</b>		<b>\$ 5,398,045</b>		<b>\$ 35,301,028</b>		<b>\$ 320,886</b>		<b>\$ 34,980,141</b>
48															
49	<b>Notes:</b>														
50	Please refer to end notes.														



	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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 Amounts			Adjusted Jurisdictional O&M Expenses
1															
2	HAY, LEWIS, III	Chairman & CEO, FPL Group	Group	x	x	\$ 10,980,983	\$ 7,427,537				\$ 7,427,537	0.60%	\$ 44,246		\$ 7,383,291
3	ROBO, JAMES L.	President & COO, FPL Group	Group	x	-	\$ 4,791,961	\$ 3,241,282				\$ 3,241,282	0.60%	\$ 19,308		\$ 3,221,974
4			Group									0.60%			
5	PIMENTEL, ARMANDO, JR.	Exec VP Finance & CFO	Group	x	x	\$ 2,248,323	\$ 1,520,766				\$ 1,520,766	0.60%	\$ 9,059		\$ 1,511,707
6			Group									0.60%			
7			FPL									0.60%			
8			Group									0.60%			
9			Group									0.60%			
10			Group									0.60%			
11			Group									0.60%			
12			FPL									0.60%			
13			FPL									0.60%			
14			Group									0.60%			
15			FPL									0.60%			
16			Group									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			FPL									0.60%			
24	STALL, J. ARTHUR	Exec VP Nuclear Division	Group	x	x	\$ 2,909,333	\$ 1,454,667		\$ 781,416		\$ 673,251	0.60%	\$ 4,011		\$ 669,240
25			FPL									0.60%			
26			FPL									0.60%			
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									0.60%			
31			FPL									0.60%			
32			FPL									0.60%			
33			FPL									0.60%			
34			FPL									0.60%			
35			FPL									0.60%			
36			FPL									0.60%			
37			FPL									0.60%			
38			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		\$ 34,723,609
46															
47															
48															

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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 Amounts			Adjusted Jurisdictional O&M Expenses
1															
2	HAY, LEWIS, III	Chairman & CEO, FPL Group	Group	x	x	\$ 11,419,886	\$ 7,509,717				\$ 7,509,717	1.05%	\$ 78,739		\$ 7,430,978
3	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%			
5	PIMENTEL, ARMANDO, JR.	Exec VP Finance & CFO	Group	x	x	\$ 2,338,166	\$ 1,537,578				\$ 1,537,578	1.05%	\$ 16,122		\$ 1,521,457
6			Group									1.05%			
7			FPL									1.05%			
8			Group									1.05%			
9			Group									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%			
19			Group									1.05%			
20			Group									1.05%			
21			FPL									1.05%			
22			FPL									1.05%			
23			FPL									1.05%			
24	STALL, J. ARTHUR	Exec VP Nuclear Division	Group	x	x	\$ 3,025,570	\$ 1,512,785		\$ 872,870		\$ 639,914	1.05%	\$ 6,710		\$ 633,205
25			FPL									1.05%			
26			FPL									1.05%			
27			FPL									1.05%			
28			FPL									1.05%			
29	OLIVERA, ARMANDO J.	President & CEO, Florida Power & Light	FPL	-	x	\$ 3,431,889	\$ 3,431,889				\$ 3,431,889	1.05%	\$ 35,983		\$ 3,395,905
30			FPL									1.05%			
31			FPL									1.05%			
32			FPL									1.05%			
33			FPL									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			FPL									1.05%			
42			FPL									1.05%			
43			FPL									1.05%			
44															
45	<b>Total</b>					<b>\$ 58,644,671</b>	<b>\$ 41,507,406</b>		<b>\$ 6,212,757</b>		<b>\$ 35,294,649</b>		<b>\$ 370,064</b>		<b>\$ 34,924,585</b>
46															
47															
48															

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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 Amounts			Adjusted Jurisdictional O&M Expenses
1															
2	HAY, LEWIS, III	Chairman & CEO, FPL Group	Group	x	x	\$ 11,876,335	\$ 7,705,366				\$ 7,705,366	1.02%	\$ 78,263		\$ 7,627,103
3	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									1.02%			
5	PIMENTEL, ARMANDO, JR.	Exec VP Finance & CFO	Group	x	x	\$ 2,431,600	\$ 1,577,622				\$ 1,577,622	1.02%	\$ 16,024		\$ 1,561,598
6			Group									1.02%			
7			FPL									1.02%			
8			Group									1.02%			
9			Group									1.02%			
10			Group									1.02%			
11			Group									1.02%			
12			FPL									1.02%			
13			FPL									1.02%			
14			Group									1.02%			
15			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									1.02%			
23			FPL									1.02%			
24	STALL, J. ARTHUR	Exec VP Nuclear Division	Group	x	x	\$ 3,146,451	\$ 1,573,226		\$ 751,270		\$ 621,955	1.02%	\$ 8,349		\$ 813,607
25			FPL									1.02%			
26			FPL									1.02%			
27			FPL									1.02%			
28			FPL									1.02%			
29	OLIVERA, ARMANDO J.	President & CEO, Florida Power & Light	FPL	-	x	\$ 3,569,028	\$ 3,569,028				\$ 3,569,028	1.02%	\$ 36,251		\$ 3,532,778
30			FPL									1.02%			
31			FPL									1.02%			
32			FPL									1.02%			
33			FPL									1.02%			
34			FPL									1.02%			
35			FPL									1.02%			
36			FPL									1.02%			
37			FPL									1.02%			
38			FPL									1.02%			
39			FPL									1.02%			
40			FPL									1.02%			
41			FPL									1.02%			
42			FPL									1.02%			
43			FPL									1.02%			
44															
45	<b>Total</b>					<b>\$ 60,913,060</b>	<b>\$ 42,794,202</b>		<b>\$ 5,904,518</b>		<b>\$ 36,889,664</b>		<b>\$ 374,689</b>		<b>\$ 36,514,995</b>
46															
47															
48															

**Workpaper  
2008**

	A	B	C	D	E	F	G	H	I	J	K	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
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	14									0.99091		
16	15									0.99091		
17	16									0.99091		
18	17									0.99091		
19	18									0.99091		
20	19									0.99091		
21	20									0.99091		
22	21									0.99091		
23	22									0.99091		
24	23									0.99091		
25	24									0.99091		
26	25									0.99091		
27	26									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		

**Workpaper  
2008**

	A	B	C	D	E	F	G	H	I	J	K	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
	38	37								0.99091		
	39	38								0.99091		
	40	39								0.99091		
	41	40								0.99091		
	42	41								0.99091		
	43	42								0.99091		
	44	43								0.99091		
	45	44								0.99091		
	46	45								0.99091		
	47	46								0.99091		
	48	47								0.99091		
	49	48								0.99091		
	50	49								0.99091		
	51	50								0.99091		
	52	51								0.99091		
	53	52								0.99091		
	54	53								0.99091		
	55	54								0.99091		
	56	55								0.99091		
	57	56								0.99091		
	58	57								0.99091		
	59	58								0.99091		
	60	59								0.99091		
	61	60								0.99091		
	62	61								0.99091		
	63	62								0.99091		
	64	63								0.99091		
	65	64								0.99091		
	66	65								0.99091		
	67	66								0.99091		
	68	67								0.99091		
	69	68								0.99091		
	70	69								0.99091		
	71	70								0.99091		
	72	71								0.99091		
	73	72								0.99091		

**Workpaper  
2008**

	A	B	C	D	E	F	G	H	I	J	K	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	81									0.99091		
83	82									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		
105	104									0.99091		
106	105									0.99091		
107	106									0.99091		
108	107									0.99091		
109	108									0.99091		

**Workpaper  
2008**

	A	B	C	D	E	F	G	H	I	J	K	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
110	109									0.99091		
111	110									0.99091		
112	111									0.99091		
113	112									0.99091		
114	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									0.99091		
132	131									0.99091		
133	132									0.99091		
134	133									0.99091		
135	134									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		

**Workpaper  
2008**

	A	B	C	D	E	F	G	H	I	J	K	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
146	145									0.99091		
147	146									0.99091		
148	147									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	160									0.99091		
162	161									0.99091		
163	162									0.99091		
164	163									0.99091		
165	164									0.99091		
166	165									0.99091		
167	166									0.99091		
168	167									0.99091		
169	168									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		



**Workpaper  
2008**

	A	B	C	D	E	F	G	H	I	J	K	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
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	188									0.99091		
190	189									0.99091		
191	190									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	210									0.99091		
212	211									0.99091		
213	212									0.99091		
214	213									0.99091		
215	214									0.99091		
216	215									0.99091		
217	216									0.99091		

**Workpaper  
2008**

	A	B	C	D	E	F	G	H	I	J	K	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									0.99091		
232	231									0.99091		
233	232									0.99091		
234	233									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		
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		

**Workpaper  
2008**

	A	B	C	D	E	F	G	H	I	J	K	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
254	253									0.99091		
255	254									0.99091		
256	255									0.99091		
257	256									0.99091		
258	257									0.99091		
259	258									0.99091		
260	259									0.99091		
261	260									0.99091		
262	261									0.99091		
263	262									0.99091		
264	263									0.99091		
265	264									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									0.99091		
287	286									0.99091		
288	287									0.99091		
289	288									0.99091		

**Workpaper  
2008**

	A	B	C	D	E	F	G	H	I	J	K	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
290	289									0.99091		
291	290									0.99091		
292	291									0.99091		
293	292									0.99091		
294	293									0.99091		
295	294									0.99091		
296	295									0.99091		
297	296									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									0.99091		
311	310									0.99091		
312	311									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		

**Workpaper  
2008**

	A	B	C	D	E	F	G	H	I	J	K	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
326	325									0.99091		
327	326									0.99091		
328	327									0.99091		
329	328									0.99091		
330	329									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	345									0.99091		
347	346									0.99091		
348	347									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		

**Workpaper  
2008**

	A	B	C	D	E	F	G	H	I	J	K	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	362									0.99091		
364	363									0.99091		
365	364									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		
372	371									0.99091		
373	372									0.99091		
374	373									0.99091		
375	374									0.99091		
376	375									0.99091		
377	376									0.99091		
378	377									0.99091		
379	378									0.99091		
380	379									0.99091		
381	380									0.99091		
382	381									0.99091		
383	382									0.99091		
384	383									0.99091		
385	384									0.99091		
386	385									0.99091		
387	386									0.99091		
388	387									0.99091		
389	388									0.99091		
390	389									0.99091		
391	390									0.99091		
392	391									0.99091		
393	392									0.99091		
394	393									0.99091		
395	394									0.99091		
396	395									0.99091		
397	396									0.99091		

**Workpaper  
2008**

	A	B	C	D	E	F	G	H	I	J	K	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
	398	397								0.99091		
	399	398								0.99091		
	400	399								0.99091		
	401	400								0.99091		
	402	401								0.99091		
	403	402								0.99091		
	404	403								0.99091		
	405	404								0.99091		
	406	405								0.99091		
	407	406								0.99091		
	408	407								0.99091		
	409	408								0.99091		
	410	409								0.99091		
	411	410								0.99091		
	412	411								0.99091		
	413	412								0.99091		
	414	413								0.99091		
	415	414								0.99091		
	416	415								0.99091		
	417	416								0.99091		
	418	417								0.99091		
	419	418								0.99091		
	420	419								0.99091		
	421						\$ 85,928,400	\$ -	\$ -		\$ -	\$ 72,251,992



















2008

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
					\$ 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 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 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
					\$ 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 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
					\$ 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.

	A	B	C	D	E	F	G	H	I	J	K	L	M
	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	\$ 7,584,016
3	ROBO, 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	\$ 3,063,555
4			Group										
5	PIMENTEL, ARMANDO, JR.	Exec VP Finance & CFO	Group	x	x	\$ 445,579	\$ 928,675	\$ 172,656	\$ -	\$ 60,983	\$ 1,605,893	\$ 1,107,103	\$ 1,097,039
6			Group										
7			FPL										
8			Group										
9			Group										
10			Group										
11			Group										
12			FPL										
13			FPL										
14			Group										
15			FPL										
16			Group										
17			FPL										
18			FPL										
19			Group										
20			Group										
21			FPL										
22			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			FPL										
26			FPL										
27			FPL										
28			FPL										
29	OLIVERA, ARMANDO J.	President & CEO, Florida Power & Light	FPL	-	x	\$ 593,185	\$ 1,605,787	\$ 345,312	\$ 651,786	\$ 14,954	\$ 3,211,024	\$ 3,211,024	\$ 3,181,836
30			FPL										
31			FPL										
32			FPL										
33			FPL										
34			FPL										
35			FPL										
36			FPL										
37			FPL										
38			FPL										
39			FPL										
40			FPL										
41			FPL										
42			FPL										
43			FPL										
44			FPL										
45			Group										
46													
47	<b>Total</b>					\$ 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													

Notes:  
 - Please refer to end notes.

	A	B	C	D	E	F	G	H	I	J	K	L	M
	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
1													
2	HAY, LEWIS, III	Chairman & CEO, FPL Group	Group	x	x	\$ 1,308,032	\$ 6,907,546	\$ 901,604	\$ 1,828,445	\$ 37,356	\$ 10,980,983	\$ 7,427,537	\$ 7,383,291
3	ROBO, 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
4			Group										
5	PIMENTEL, ARMANDO, JR.	Exec VP Finance & CFO	Group	x	x	\$ 546,000	\$ 949,243	\$ 208,000	\$ 535,080	\$ 10,000	\$ 2,248,323	\$ 1,520,766	\$ 1,511,707
6			Group										
7			FPL										
8			Group										
9			Group										
10			Group										
11			Group										
12			FPL										
13			FPL										
14			Group										
15			FPL										
16			Group										
17			FPL										
18			FPL										
19			Group										
20			Group										
21			FPL										
22			FPL										
23			FPL										
24	STALL, 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
25			FPL										
26			FPL										
27			FPL										
28			FPL										
29	OLIVERA, ARMANDO J.	President & CEO, Florida Power & Light	FPL	-	x	\$ 618,488	\$ 1,644,766	\$ 416,000	\$ 606,118	\$ 14,648	\$ 3,300,020	\$ 3,300,020	\$ 3,280,362
30			FPL										
31			FPL										
32			FPL										
33			FPL										
34			FPL										
35			FPL										
36			FPL										
37			FPL										
38			FPL										
39			FPL										
40			FPL										
41			FPL										
42			FPL										
43			FPL										
44			FPL										
45						\$ 14,992,125	\$ 26,374,551	\$ 3,194,804	\$ 11,042,308	\$ 839,785	\$ 56,443,574	\$ 40,556,515	\$ 34,723,609
46													
47	Notes:												
48	Please refer to end notes.												

	A	B	C	D	E	F	G	H	I	J	K	L	M
	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
1													
2	HAY, LEWIS, III	Chairman & CEO, FPL Group	Group	x	x	\$ 1,358,273	\$ 7,183,848	\$ 937,668	\$ 1,901,583	\$ 38,514	\$ 11,419,886	\$ 7,509,717	\$ 7,430,978
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										
5	PIMENTEL, ARMANDO, JR.	Exec VP Finance & CFO	Group	x	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										
9			Group										
10			Group										
11			Group										
12			FPL										
13			FPL										
14			Group										
15			FPL										
16			Group										
17			FPL										
18			FPL										
19			Group										
20			Group										
21			FPL										
22			FPL										
23			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			FPL										
27			FPL										
28			FPL										
29	OLIVERA, ARMANDO J.	President & CEO, Florida Power & Light	FPL	-	x	\$ 643,228	\$ 1,710,557	\$ 432,640	\$ 630,363	\$ 15,102	\$ 3,431,889	\$ 3,431,889	\$ 3,395,905
30			FPL										
31			FPL										
32			FPL										
33			FPL										
34			FPL										
35			FPL										
36			FPL										
37			FPL										
38			FPL										
39			FPL										
40			FPL										
41			FPL										
42			FPL										
43			FPL										
44													
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													
47	Notes:												
48	Please refer to end notes.												
49													
50													
51													
52													
53													

	A	B	C	D	E	F	G	H	I	J	K	L	M
	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
1													
2	HAY, LEWIS, III	Chairman & CEO, FPL Group	Group	x	x	\$ 1,412,604	\$ 7,471,202	\$ 975,175	\$ 1,977,646	\$ 39,708	\$ 11,876,335	\$ 7,705,366	\$ 7,627,103
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
4			Group										
5	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
6			Group										
7			FPL										
8			Group										
9			Group										
10			Group										
11			Group										
12			FPL										
13			FPL										
14			Group										
15			FPL										
16			Group										
17			FPL										
18			FPL										
19			Group										
20			Group										
21			FPL										
22			FPL										
23			FPL										
24	STALL, 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
25			FPL										
26			FPL										
27			FPL										
28			FPL										
29	OLIVERA, ARMANDO J.	President & CEO, Florida Power & Light	FPL	-	x	\$ 688,957	\$ 1,778,979	\$ 449,946	\$ 655,577	\$ 15,570	\$ 3,569,028	\$ 3,569,028	\$ 3,532,778
30			FPL										
31			FPL										
32			FPL										
33			FPL										
34			FPL										
35			FPL										
36			FPL										
37			FPL										
38			FPL										
39			FPL										
40			FPL										
41			FPL										
42			FPL										
43			FPL										
44													
45	<b>Total</b>					\$ 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													



## 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.

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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
1															
2															
3															
4															
5															
6															
7															
8															
9															
10															
11															
12															
13															
14															
15															
16															
17															
18															
19															
20															
21															
22															
23															
24															
25															
26															
27															
28															
29															
30															
31															
32															
33															
34															
35															
36															
37															
38															
39															
40															
41															
42															
43															
44															
45															
46															
47															
48															
49															
50															
51															
52															
53															

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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
1															
54															
55															
56															
57															
58															
59															
60															
61															
62															
63															
64															
65															
66															
67															
68															
69															
70															
71															
72															
73															
74															
75															
76															
77															
78															
79															
80															
81															
82															
83															
84															
85															
86															
87															
88															
89															
90															
91															
92															
93															
94															
95															
96															
97															
98															
99															
100															
101															
102															
103															
104															
105															

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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
1															
106															
107															
108															
109															
110															
111															
112															
113															
114															
115															
116															
117															
118															
119															
120															
121															
122															
123															
124															
125															
126															
127															
128															
129															
130															
131															
132															
133															
134															
135															
136															
137															
138															
139															
140															
141															
142															
143															
144															
145															
146															
147															
148															
149															
150															
151															
152															
153															
154															
155															
156															
157															

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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
1															
158															
159															
160															
161															
162															
163															
164															
165															
166															
167															
168															
169															
170															
171															
172															
173															
174															
175															
176															
177															
178															
179															
180															
181															
182															
183															
184															
185															
186															
187															
188															
189															
190															
191															
192															
193															
194															
195															
196															
197															
198															
199															
200															
201															
202															
203															
204															
205															
206															
207															
208															
209															

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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
1															
210															
211															
212															
213															
214															
215															
216															
217															
218															
219															
220															
221															
222															
223															
224															
225															
226															
227															
228															
229															
230															
231															
232															
233															
234															
235															
236															
237															
238															
239															
240															
241															
242															
243															
244															
245															
246															
247															
248															
249															
250															
251															
252															
253															
254															
255															
256															
257															
258															
259															
260															
261															

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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
1															
262															
263															
264															
265															
266															
267															
268															
269															
270															
271															
272															
273															
274															
275															
276															
277															
278															
279															
280															
281															
282															
283															
284															
285															
286															
287															
288															
289															
290															
291															
292															
293															
294															
295															
296															
297															
298															
299															
300															
301															
302															
303															
304															
305															
306															
307															
308															
309															
310															
311															
312															
313															

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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
1															
314															
315															
316															
317															
318															
319															
320															
321															
322															
323															
324															
325															
326															
327															
328															
329															
330															
331															
332															
333															
334															
335															
336															
337															
338															
339															
340															
341															
342															
343															
344															
345															
346															
347															
348															
349															
350															
351															
352															
353															
354															
355															
356															
357															
358															
359															
360															
361															
362															
363															
364															
365															



	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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 Q&M
1															
366															
367															
368															
369															
370															
371															
372															
373															
374															
375															
376															
377															
378															
379															
380															
381															
382															
383															
384															
385															
386															
387															
388															
389															
390															
391															
392															
393															
394															
395															
396															
397															
398															
399															
400															
401															
402															
403															
404															
405															
406															
407															
408															
409															
410															
411															
412															
413															
414															
415															
416															
417															

2008

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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
1															
418															
419															
420															
421						\$ 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

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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
1															
2															
3															
4															
5															
6															
7															
8															
9															
10															
11															
12															
13															
14															
15															
16															
17															
18															
19															
20															
21															
22															
23															
24															
25															
26															
27															
28															
29															
30															
31															
32															
33															
34															
35															
36															
37															
38															
39															
40															
41															
42															
43															
44															
45															
46															
47															
48															
49															
50															
51															
52															
53															

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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
1															
54															
55															
56															
57															
58															
59															
60															
61															
62															
63															
64															
65															
66															
67															
68															
69															
70															
71															
72															
73															
74															
75															
76															
77															
78															
79															
80															
81															
82															
83															
84															
85															
86															
87															
88															
89															
90															
91															
92															
93															
94															
95															
96															
97															
98															
99															
100															
101															
102															
103															
104															
105															

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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
1															
106															
107															
108															
109															
110															
111															
112															
113															
114															
115															
116															
117															
118															
119															
120															
121															
122															
123															
124															
125															
126															
127															
128															
129															
130															
131															
132															
133															
134															
135															
136															
137															
138															
139															
140															
141															
142															
143															
144															
145															
146															
147															
148															
149															
150															
151															
152															
153															
154															
155															
156															
157															

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
1	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
158															
159															
160															
161															
162															
163															
164															
165															
166															
167															
168															
169															
170															
171															
172															
173															
174															
175															
176															
177															
178															
179															
180															
181															
182															
183															
184															
185															
186															
187															
188															
189															
190															
191															
192															
193															
194															
195															
196															
197															
198															
199															
200															
201															
202															
203															
204															
205															
206															
207															
208															
209															

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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
1															
210															
211															
212															
213															
214															
215															
216															
217															
218															
219															
220															
221															
222															
223															
224															
225															
226															
227															
228															
229															
230															
231															
232															
233															
234															
235															
236															
237															
238															
239															
240															
241															
242															
243															
244															
245															
246															
247															
248															
249															
250															
251															
252															
253															
254															
255															
256															
257															
258															
259															
260															
261															

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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
1															
262															
263															
264															
265															
266															
267															
268															
269															
270															
271															
272															
273															
274															
275															
276															
277															
278															
279															
280															
281															
282															
283															
284															
285															
286															
287															
288															
289															
290															
291															
292															
293															
294															
295															
296															
297															
298															
299															
300															
301															
302															
303															
304															
305															
306															
307															
308															
309															
310															
311															
312															
313															



	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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
1															
314															
315															
316															
317															
318															
319															
320															
321															
322															
323															
324															
325															
326															
327															
328															
329															
330															
331															
332															
333															
334															
335															
336															
337															
338															
339															
340															
341															
342															
343															
344															
345															
346															
347															
348															
349															
350															
351															
352															
353															
354															
355															
356															
357															
358															
359															
360															
361															
362															
363															
364															
365															

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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
1															
366															
367															
368															
369															
370															
371															
372															
373															
374															
375															
376															
377															
378															
379															
380															
381															
382															
383															
384															
385															
386															
387															
388															
389															
390															
391															
392															
393															
394															
395															
396															
397															
398															
399															
400															
401															
402															
403															
404															
405															
406															
407															
408															
409															
410															
411															
412															
413															
414															
415															
416															
417															

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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
1															
418															
419															
420															
421						\$ 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

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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
1															
2															
3															
4															
5															
6															
7															
8															
9															
10															
11															
12															
13															
14															
15															
16															
17															
18															
19															
20															
21															
22															
23															
24															
25															
26															
27															
28															
29															
30															
31															
32															
33															
34															
35															
36															
37															
38															
39															
40															
41															
42															
43															
44															
45															
46															
47															
48															
49															
50															
51															
52															
53															

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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
1															
54															
55															
56															
57															
58															
59															
60															
61															
62															
63															
64															
65															
66															
67															
68															
69															
70															
71															
72															
73															
74															
75															
76															
77															
78															
79															
80															
81															
82															
83															
84															
85															
86															
87															
88															
89															
90															
91															
92															
93															
94															
95															
96															
97															
98															
99															
100															
101															
102															
103															
104															
105															

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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
1															
106															
107															
108															
109															
110															
111															
112															
113															
114															
115															
116															
117															
118															
119															
120															
121															
122															
123															
124															
125															
126															
127															
128															
129															
130															
131															
132															
133															
134															
135															
136															
137															
138															
139															
140															
141															
142															
143															
144															
145															
146															
147															
148															
149															
150															
151															
152															
153															
154															
155															
156															
157															

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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
1															
158															
159															
160															
161															
162															
163															
164															
165															
166															
167															
168															
169															
170															
171															
172															
173															
174															
175															
176															
177															
178															
179															
180															
181															
182															
183															
184															
185															
186															
187															
188															
189															
190															
191															
192															
193															
194															
195															
196															
197															
198															
199															
200															
201															
202															
203															
204															
205															
206															
207															
208															
209															

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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
1															
210															
211															
212															
213															
214															
215															
216															
217															
218															
219															
220															
221															
222															
223															
224															
225															
226															
227															
228															
229															
230															
231															
232															
233															
234															
235															
236															
237															
238															
239															
240															
241															
242															
243															
244															
245															
246															
247															
248															
249															
250															
251															
252															
253															
254															
255															
256															
257															
258															
259															
260															
261															



	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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
1															
262															
263															
264															
265															
266															
267															
268															
269															
270															
271															
272															
273															
274															
275															
276															
277															
278															
279															
280															
281															
282															
283															
284															
285															
286															
287															
288															
289															
290															
291															
292															
293															
294															
295															
296															
297															
298															
299															
300															
301															
302															
303															
304															
305															
306															
307															
308															
309															
310															
311															
312															
313															

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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
1															
314															
315															
316															
317															
318															
319															
320															
321															
322															
323															
324															
325															
326															
327															
328															
329															
330															
331															
332															
333															
334															
335															
336															
337															
338															
339															
340															
341															
342															
343															
344															
345															
346															
347															
348															
349															
350															
351															
352															
353															
354															
355															
356															
357															
358															
359															
360															
361															
362															
363															
364															
365															

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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
1															
366															
367															
368															
369															
370															
371															
372															
373															
374															
375															
376															
377															
378															
379															
380															
381															
382															
383															
384															
385															
386															
387															
388															
389															
390															
391															
392															
393															
394															
395															
396															
397															
398															
399															
400															
401															
402															
403															
404															
405															
406															
407															
408															
409															
410															
411															
412															
413															
414															
415															
416															
417															

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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
1															
418															
419															
420															
421						\$ 61,336,145	\$ 5,314,379	\$ 4,487,362	\$ 5,655,429	\$ 733,417	\$ 14,961,032	\$ 5,169,966	\$ 97,647,731	\$ 91,204,424	\$ 76,688,281

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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
1															
2															
3															
4															
5															
6															
7															
8															
9															
10															
11															
12															
13															
14															
15															
16															
17															
18															
19															
20															
21															
22															
23															
24															
25															
26															
27															
28															
29															
30															
31															
32															
33															
34															
35															
36															
37															
38															
39															
40															
41															
42															
43															
44															
45															
46															
47															
48															
49															
50															
51															
52															
53															

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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
1															
54															
55															
56															
57															
58															
59															
60															
61															
62															
63															
64															
65															
66															
67															
68															
69															
70															
71															
72															
73															
74															
75															
76															
77															
78															
79															
80															
81															
82															
83															
84															
85															
86															
87															
88															
89															
90															
91															
92															
93															
94															
95															
96															
97															
98															
99															
100															
101															
102															
103															
104															
105															

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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
1															
106															
107															
108															
109															
110															
111															
112															
113															
114															
115															
116															
117															
118															
119															
120															
121															
122															
123															
124															
125															
126															
127															
128															
129															
130															
131															
132															
133															
134															
135															
136															
137															
138															
139															
140															
141															
142															
143															
144															
145															
146															
147															
148															
149															
150															
151															
152															
153															
154															
155															
156															
157															

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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
1															
158															
159															
160															
161															
162															
163															
164															
165															
166															
167															
168															
169															
170															
171															
172															
173															
174															
175															
176															
177															
178															
179															
180															
181															
182															
183															
184															
185															
186															
187															
188															
189															
190															
191															
192															
193															
194															
195															
196															
197															
198															
199															
200															
201															
202															
203															
204															
205															
206															
207															
208															
209															



	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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
1															
210															
211															
212															
213															
214															
215															
216															
217															
218															
219															
220															
221															
222															
223															
224															
225															
226															
227															
228															
229															
230															
231															
232															
233															
234															
235															
236															
237															
238															
239															
240															
241															
242															
243															
244															
245															
246															
247															
248															
249															
250															
251															
252															
253															
254															
255															
256															
257															
258															
259															
260															
261															

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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
1															
262															
263															
264															
265															
266															
267															
268															
269															
270															
271															
272															
273															
274															
275															
276															
277															
278															
279															
280															
281															
282															
283															
284															
285															
286															
287															
288															
289															
290															
291															
292															
293															
294															
295															
296															
297															
298															
299															
300															
301															
302															
303															
304															
305															
306															
307															
308															
309															
310															
311															
312															
313															

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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
1															
314															
315															
316															
317															
318															
319															
320															
321															
322															
323															
324															
325															
326															
327															
328															
329															
330															
331															
332															
333															
334															
335															
336															
337															
338															
339															
340															
341															
342															
343															
344															
345															
346															
347															
348															
349															
350															
351															
352															
353															
354															
355															
356															
357															
358															
359															
360															
361															
362															
363															
364															
365															

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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
1															
366															
367															
368															
369															
370															
371															
372															
373															
374															
375															
376															
377															
378															
379															
380															
381															
382															
383															
384															
385															
386															
387															
388															
389															
390															
391															
392															
393															
394															
395															
396															
397															
398															
399															
400															
401															
402															
403															
404															
405															
406															
407															
408															
409															
410															
411															
412															
413															
414															
415															
416															
417															

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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
1															
418															
419															
420															
421						\$ 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.

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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 Amounts			Adjusted Jurisdictional O&M Expenses
1															
2	HAY, LEWIS, III	Chairman & CEO, FPL Group	Group	x	x	\$ 11,101,809	\$ 7,653,587				\$ 7,653,587	0.91%	69,571		\$ 7,584,016
3	ROBO, JAMES L.	President & COO, FPL Group	Group	x	-	\$ 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	x	\$ 1,605,893	\$ 1,107,103				\$ 1,107,103	0.91%	10,064		\$ 1,097,039
6			Group									0.91%			
7			FPL									0.91%			
8			Group									0.91%			
9			Group									0.91%			
10			Group									0.91%			
11			Group									0.91%			
12			FPL									0.91%			
13			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									0.91%			
22			FPL									0.91%			
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
25			FPL									0.91%			
26			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				\$ 3,211,024	0.91%	29,188		\$ 3,181,836
30			FPL									0.91%			
31			FPL									0.91%			
32			FPL									0.91%			
33			FPL									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									0.91%			
42			FPL									0.91%			
43			FPL									0.91%			
44			FPL									0.91%			
45			Group									0.91%			
46															
47		<b>Total</b>				<b>\$ 55,614,192</b>	<b>\$ 40,699,073</b>		<b>\$ 5,398,045</b>		<b>\$ 35,301,028</b>		<b>\$ 320,886</b>		<b>\$ 34,980,141</b>
48															
49		<b>Notes:</b>													
50		Please refer to end notes.													

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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 Amounts			Adjusted Jurisdictional O&M Expenses
1															
2	HAY, LEWIS, III	Chairman & CEO, FPL Group	Group	x	x	\$ 10,980,983	\$ 7,427,537				\$ 7,427,537	0.60%	\$ 44,246		\$ 7,383,291
3	ROBO, JAMES L.	President & COO, FPL Group	Group	x	-	\$ 4,791,961	\$ 3,241,282				\$ 3,241,282	0.60%	\$ 19,308		\$ 3,221,974
4			Group									0.60%			
5	PIMENTEL, ARMANDO, JR.	Exec VP Finance & CFO	Group	x	x	\$ 2,248,323	\$ 1,520,766				\$ 1,520,766	0.60%	\$ 9,059		\$ 1,511,707
6			Group									0.60%			
7			FPL									0.60%			
8			Group									0.60%			
9			Group									0.60%			
10			Group									0.60%			
11			Group									0.60%			
12			FPL									0.60%			
13			FPL									0.60%			
14			Group									0.60%			
15			FPL									0.60%			
16			Group									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			FPL									0.60%			
24	STALL, J. ARTHUR	Exec VP Nuclear Division	Group	x	x	\$ 2,909,333	\$ 1,454,667		\$ 781,416		\$ 673,251	0.60%	\$ 4,011		\$ 669,240
25			FPL									0.60%			
26			FPL									0.60%			
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									0.60%			
31			FPL									0.60%			
32			FPL									0.60%			
33			FPL									0.60%			
34			FPL									0.60%			
35			FPL									0.60%			
36			FPL									0.60%			
37			FPL									0.60%			
38			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		\$ 34,723,609
46															
47															
48															



	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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 Amounts			Adjusted Jurisdictional O&M Expenses
1															
2	HAY, LEWIS, III	Chairman & CEO, FPL Group	Group	x	x	\$ 11,419,886	\$ 7,509,717				\$ 7,509,717	1.05%	\$ 78,739		\$ 7,430,978
3	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%			
5	PIMENTEL, ARMANDO, JR.	Exec VP Finance & CFO	Group	x	x	\$ 2,338,166	\$ 1,537,578				\$ 1,537,578	1.05%	\$ 16,122		\$ 1,521,457
6			Group									1.05%			
7			FPL									1.05%			
8			Group									1.05%			
9			Group									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%			
19			Group									1.05%			
20			Group									1.05%			
21			FPL									1.05%			
22			FPL									1.05%			
23			FPL									1.05%			
24	STALL, J. ARTHUR	Exec VP Nuclear Division	Group	x	x	\$ 3,025,570	\$ 1,512,785		\$ 872,870		\$ 639,914	1.05%	\$ 6,710		\$ 633,205
25			FPL									1.05%			
26			FPL									1.05%			
27			FPL									1.05%			
28			FPL									1.05%			
29	OLIVERA, ARMANDO J.	President & CEO, Florida Power & Light	FPL	-	x	\$ 3,431,889	\$ 3,431,889				\$ 3,431,889	1.05%	\$ 35,983		\$ 3,395,905
30			FPL									1.05%			
31			FPL									1.05%			
32			FPL									1.05%			
33			FPL									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			FPL									1.05%			
42			FPL									1.05%			
43			FPL									1.05%			
44															
45	<b>Total</b>					<b>\$ 58,644,671</b>	<b>\$ 41,507,406</b>		<b>\$ 6,212,757</b>		<b>\$ 35,294,649</b>		<b>\$ 370,064</b>		<b>\$ 34,924,585</b>
46															
47															
48															

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	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 Amounts			Adjusted Jurisdictional O&M Expenses
1															
2	HAY, LEWIS, III	Chairman & CEO, FPL Group	Group	x	x	\$ 11,876,335	\$ 7,705,366				\$ 7,705,366	1.02%	\$ 78,263		\$ 7,627,103
3	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									1.02%			
5	PIMENTEL, ARMANDO, JR.	Exec VP Finance & CFO	Group	x	x	\$ 2,431,800	\$ 1,577,822				\$ 1,577,822	1.02%	\$ 16,024		\$ 1,561,598
6			Group									1.02%			
7			FPL									1.02%			
8			Group									1.02%			
9			Group									1.02%			
10			Group									1.02%			
11			Group									1.02%			
12			FPL									1.02%			
13			FPL									1.02%			
14			Group									1.02%			
15			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									1.02%			
23			FPL									1.02%			
24	STALL, J. ARTHUR	Exec VP Nuclear Division	Group	x	x	\$ 3,146,451	\$ 1,573,226		\$ 751,270		\$ 821,955	1.02%	\$ 8,349		\$ 813,607
25			FPL									1.02%			
26			FPL									1.02%			
27			FPL									1.02%			
28			FPL									1.02%			
29	OLIVERA, ARMANDO J.	President & CEO, Florida Power & Light	FPL	-	x	\$ 3,569,028	\$ 3,569,028				\$ 3,569,028	1.02%	\$ 36,251		\$ 3,532,778
30			FPL									1.02%			
31			FPL									1.02%			
32			FPL									1.02%			
33			FPL									1.02%			
34			FPL									1.02%			
35			FPL									1.02%			
36			FPL									1.02%			
37			FPL									1.02%			
38			FPL									1.02%			
39			FPL									1.02%			
40			FPL									1.02%			
41			FPL									1.02%			
42			FPL									1.02%			
43			FPL									1.02%			
44															
45	<b>Total</b>					<b>\$ 60,913,060</b>	<b>\$ 42,794,202</b>		<b>\$ 5,904,518</b>		<b>\$ 36,889,684</b>		<b>\$ 374,689</b>		<b>\$ 36,514,995</b>
46															
47															
48															

**Workpaper  
2008**

	A	B	C	D	E	F	G	H	I	J	K
	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
1									0.99091		
2									0.99091		
3									0.99091		
4									0.99091		
5									0.99091		
6									0.99091		
7									0.99091		
8									0.99091		
9									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									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		

**Workpaper  
2008**

	A	B	C	D	E	F	G	H	I	J	K
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
37									0.99091		
38									0.99091		
39									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		
50									0.99091		
51									0.99091		
52									0.99091		
53									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		
69									0.99091		
70									0.99091		
71									0.99091		

**Workpaper  
2008**

	A	B	C	D	E	F	G	H	I	J	K
	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
1											
72									0.99091		
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		
105									0.99091		
106									0.99091		

**Workpaper  
2008**

	A	B	C	D	E	F	G	H	I	J	K
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
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		
131									0.99091		
132									0.99091		
133									0.99091		
134									0.99091		
135									0.99091		
136									0.99091		
137									0.99091		
138									0.99091		
139									0.99091		
140									0.99091		
141									0.99091		

**Workpaper  
2008**

	A	B	C	D	E	F	G	H	I	J	K
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
142									0.99091		
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		
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									0.99091		

**Workpaper  
2008**

	A	B	C	D	E	F	G	H	I	J	K
	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
1											
177									0.99091		
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									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									0.99091		
202									0.99091		
203									0.99091		
204									0.99091		
205									0.99091		
206									0.99091		
207									0.99091		
208									0.99091		
209									0.99091		
210									0.99091		
211									0.99091		



**Workpaper  
2008**

	A	B	C	D	E	F	G	H	I	J	K
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
212									0.99091		
213									0.99091		
214									0.99091		
215									0.99091		
216									0.99091		
217									0.99091		
218									0.99091		
219									0.99091		
220									0.99091		
221									0.99091		
222									0.99091		
223									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									0.99091		
245									0.99091		
246									0.99091		

**Workpaper  
2008**

	A	B	C	D	E	F	G	H	I	J	K
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
247									0.99091		
248									0.99091		
249									0.99091		
250									0.99091		
251									0.99091		
252									0.99091		
253									0.99091		
254									0.99091		
255									0.99091		
256									0.99091		
257									0.99091		
258									0.99091		
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									0.99091		
271									0.99091		
272									0.99091		
273									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		

**Workpaper  
2008**

	A	B	C	D	E	F	G	H	I	J	K
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
282									0.99091		
283									0.99091		
284									0.99091		
285									0.99091		
286									0.99091		
287									0.99091		
288									0.99091		
289									0.99091		
290									0.99091		
291									0.99091		
292									0.99091		
293									0.99091		
294									0.99091		
295									0.99091		
296									0.99091		
297									0.99091		
298									0.99091		
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		
316									0.99091		

**Workpaper  
2008**

	A	B	C	D	E	F	G	H	I	J	K
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									0.99091		
318									0.99091		
319									0.99091		
320									0.99091		
321									0.99091		
322									0.99091		
323									0.99091		
324									0.99091		
325									0.99091		
326									0.99091		
327									0.99091		
328									0.99091		
329									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									0.99091		

**Workpaper  
2008**

	A	B	C	D	E	F	G	H	I	J	K
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
352									0.99091		
353									0.99091		
354									0.99091		
355									0.99091		
356									0.99091		
357									0.99091		
358									0.99091		
359									0.99091		
360									0.99091		
361									0.99091		
362									0.99091		
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		

**Workpaper  
2008**

	A	B	C	D	E	F	G	H	I	J	K
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
387									0.99091		
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									0.99091		
409									0.99091		
410									0.99091		
411									0.99091		
412									0.99091		
413									0.99091		
414									0.99091		
415									0.99091		
416									0.99091		
417									0.99091		
418									0.99091		
419									0.99091		
420									0.99091		
421									0.99091		
						\$ 85,928,400	\$ -	\$ -		\$ -	\$ 72,251,992