

**Exhibit "A"**  
**JUSTIFICATION MATRIX**

Location (Document name and location of information)	Justification
<p><b><u>Employee Year-End Pay Stubs</u></b></p> <p>Page 1 (left side) – Employee address, filing status and account number for direct deposit. Page 1 (right side) – All amounts under the columns titled "Rate", "Current (\$)" and "YTD (\$)". Page 2 - All amounts under the columns titled "Current (\$)" and "YTD (\$)".</p> <p><b><u>V 1-2016 Salary Increases (excel document)</u></b></p> <p>All amounts under columns H, I, N, P, Q, R, T, U, V, W, and X.</p> <p><b><u>V 1-2016 Salary Increases – Shared Services (excel document)</u></b></p> <p>All amounts under columns H, I, N, P, Q, R, T, U, V, W, and X.</p>	<p>§367.156(3)(d) Disclosure of salary data would impair the ability of the Utility to contract for employees on favorable terms. §367.156(3)(e) Disclosure of the compensation data would impair the Utility's competitive interests as described in <u>Florida Power &amp; Light Company et al. v. Public Service Commission</u>, 31 So. 3d 860 (Fla. 1st DCA 2010). The Utility keeps this information strictly confidential to prevent other utilities from stealing their employees and to prevent lowered morale and infighting among employees who have the same position but varying wages.</p> <p>Article I, Section 23 of the Florida Constitution. Disclosure of the information would invade the privacy rights of the employee.</p>
<p><b><u>Corix Executive Long Term performance Plan (Pre 2015)</u></b></p> <p>Page 2 – All paragraphs under "Establishment and Objectives". Page 2 - All paragraphs under "Eligible Executives". Page 2 &amp; 3 – All paragraphs under "ELTP Grants". Page 3 &amp; 4 - All paragraphs under "Measures for Payment Amount". Page 4 - All paragraphs under "Payments". Page 4 &amp; 5 - All paragraphs under "Special Events". Page 5 - All paragraphs under "General".</p>	<p>These are Compensation Plans developed by Corix, the parent of UIF, and are proprietary to the Company. Further, this information is kept strictly confidential to prevent other companies from stealing their employees by having confidential information regarding how UIF employees are compensated.</p>

**EIP Designed for Employees**

Page 2 – All paragraphs under “We Asked Some Questions”.

Page 3, 4 & 5 – All paragraphs under “2016 EIP: Key New Components”

Page 6 – All paragraphs under “What are the Gateposts?”

Page 7 – All paragraphs under “Additive Plan”.

Page 8 – All paragraphs under “How Does EIP Work?”.

Page 9 – All paragraphs under “How Does the Additive Plan Payout?”.

Page 10 – All paragraphs under “What’s Next?”.