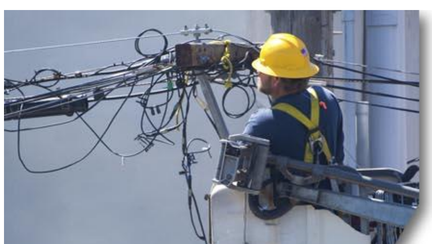
IBEW 1347 and DUKE ENERGY SUMMARY OF TENTATIVE AGREEMENT APRIL 1, 2009 to MARCH 31, 2014

April 15, 2009




Presentation Topics

❶ Base Wage Increase

❷ Retirement

❸ Health and Other Benefits

❹ Paid Time Off

❺ Trends in Settlements

Base Wage Increase

WAGE INCREASES

	2009	2010	2011	2012	2013	Cumulative Percentage Change
Wage Increase (April 1)	2.0%	2.0%	2.0%	3.0%	3.0%	12.6%
Profit Target Bonus*	—	1%	1%	1%	—	—

* 1% bonus based on Duke Energy meeting profit target in 2009, 2010, 2011. The payout percentage applies to all straight time and overtime earnings for the prior year and is paid as a lump sum, less applicable taxes.

Base Wage Increase *continued*

WAGE INCREASES AND PROJECTED INFLATION

	2009	2010	2011	2012	2013	Cumulative Percentage Change
IBEW 1347 Wage Increase	2%	2%	2%	3%	3%	12.6%
Projected Inflation*	-.6%	1.6%	1.8%	2.0%	2.1%	7.0%

* Projected inflation figures from 2010 White House Budget document.

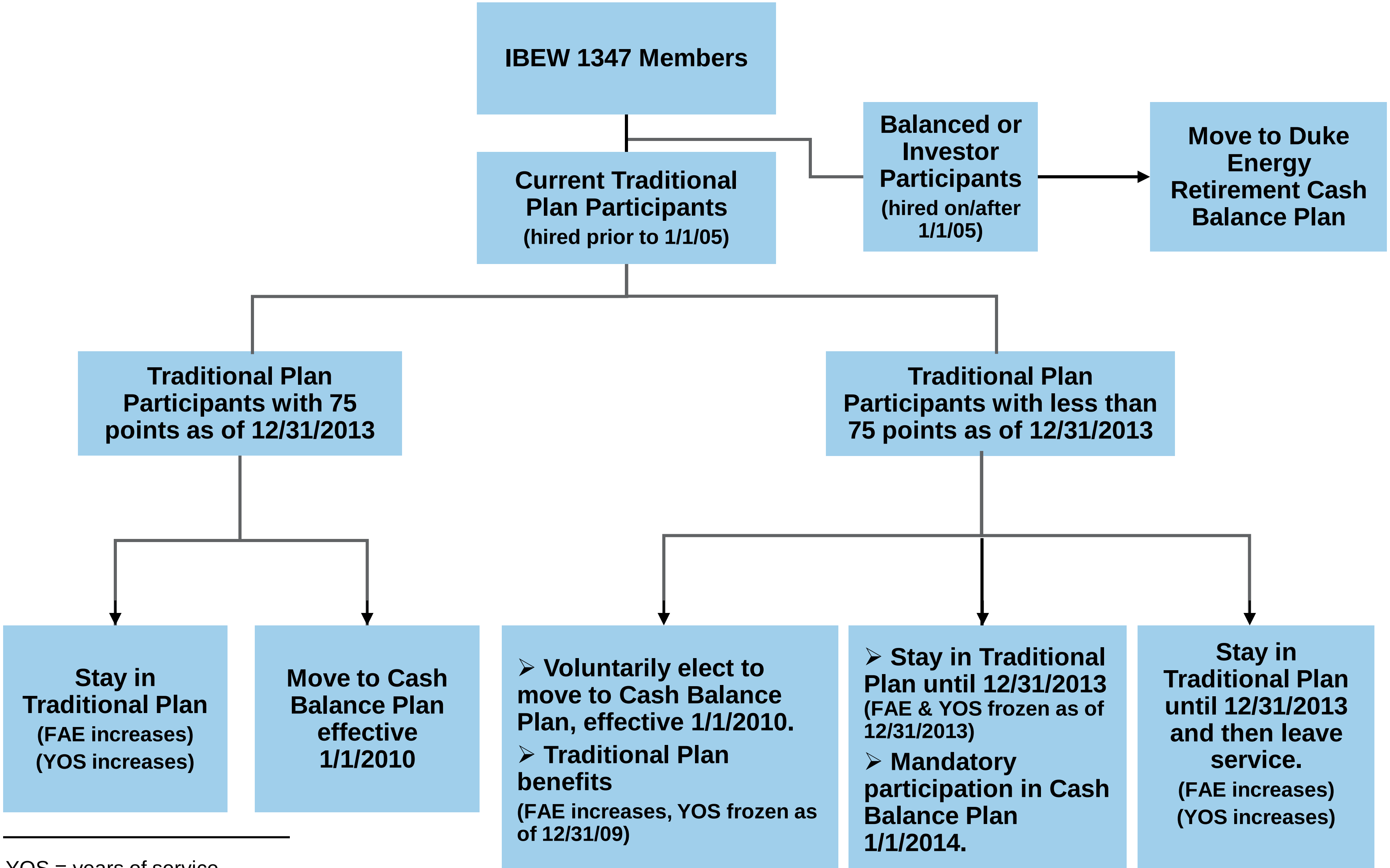
- **Inflation Protection**—For contract years 2009 through 2011, provision will be activated if annual increase in CPI is more than 3%. For contract years 2012 through 2014, trigger will be activated if annual increase in CPI is more than 4%.

Base Wage Increase *continued*

PAY SUPPLEMENT INCREASES, EFFECTIVE APRIL 1 OF EACH YEAR:

	Current	2010	2011	2012	2013
Meal Compensation	$10.50	$10.65	$10.75	$10.85	$11.00
Afternoon Shift Differential	$1.50	$1.55	$1.60	$1.65	$1.70
Night Shift Differential	$1.55	$1.60	$1.65	$1.70	$1.75
Sunday Premium	$1.75	$1.80	$1.85	$1.90	$1.95
Lead Lineperson Trainer Premium	$1.50	$1.55	$1.60	$1.65	$1.70
Lead Person Premium	$1.50	$1.55	$1.60	$1.65	$1.70
Fleet Tool Allowance	$325	$350	$375	$400	$425

Retirement



YOS = years of service

FAE = final average earnings

Retirement Related Benefits

	Traditional Plan Participants With 75 or More Points as of 12/31/2013	Traditional Plan Participants With Less Than 75 Points as of 12/31/2013	Balanced or Investor Cash Plan
Retirement	In 2009, you can elect to move to “New Duke Energy Retirement Cash Balance Plan”. If you make no election, you will be automatically grandfathered in Traditional Plan.	**Choice 1**. In 2009, you can voluntarily elect to participate in “New Duke Energy Retirement Cash Balance Plan” effective 1/1/2010. Traditional Plan YOS frozen, FAE at retirement. **Choice 2**. If you do not voluntarily elect in 2009, mandatorily moved to Duke Energy Retirement Cash Balance Plan effective 1/1/2014. Traditional Plan YOS and FAE frozen on 12/31/2013. **Choice 3**. In 2009, you can stay in the Traditional Plan until 12/31/13. This option may be most appropriate if you plan on leaving employment before 12/31/2013.YOS and FAE increase until 12/31/2013.	Effective January 1, 2010, you will automatically move to Duke Energy Cash Balance plan. Account crediting increases from a range of 3% to 5% for Balanced and 2% for Investor, to a range of 4% to 7% in the new plan.
Duke Energy Retirement Savings Plan (401(k))	Receive 100% match of the first 3% of eligible member pre-tax and Roth 401(k) plus 50% of the next 2% of base pay pre-tax and Roth contributions.	If you elect to participate in “New Duke Retirement Program”, you receive 100% match of the first 6% of eligible member pre-tax and Roth 401(k) contributions. This will include matching contribution of eligible base, overtime, and annual incentive pay.	Receive 100% match of the first 6% of eligible member pre-tax and Roth 401(k) contributions. This will include matching contribution of eligible base, overtime, and annual incentive pay.
Profit Sharing and Incentive Plan	Receive incentive matching contribution, not to exceed 1% of eligible pay.	No longer be entitled to profit sharing contributions if they were previously Traditional Plan.	No longer be entitled to profit sharing contributions if they were previously in Balanced or Investor Program. 2008 – 1.27% Balanced; 2.89% Investor
UEIP	If you elect to stay in Traditional Plan, you will continue to have current annual incentive opportunity (1.0% minimum, 1.5% target, 2% maximum) payout level.	If you elect “New Duke Retirement Program”, you will have annual incentive opportunity (2% minimum, 3% target, 5% maximum) payout level.	Will have annual incentive opportunity (2% minimum, 3% target, 5% maximum) payout level.

YOS = years of service

FAE = final average earnings

Retirement – Duke Energy Retirement Cash Balance Plan

Duke Energy Retirement Cash Balance Plan		
Age + Creditable Service on Jan. 1	**Pay Credit < SSWB***	**Pay Credit > SSWB***
34 or less	4% of monthly eligible pay	8% of monthly eligible pay
35 – 49	5% of monthly eligible pay	9% of monthly eligible pay
50 – 64	6% of monthly eligible pay	10% of monthly eligible pay
65 or more	7% of monthly eligible pay	11% of monthly eligible pay

* SSWB (Social Security Wage Base) in 2009 is $106,800

- **Pay Credit** = Include base pay, overtime, and incentive pay (excluding accrued vacation pay)
- **Interest Credits**: Interest rate is a three-tiered rate (determined by age) and currently a blend of the Corporate Bond rate and the Treasury rate. Once fully blended (in 2 more years) the interest rate will be based solely on the Corporate Bond rate, subject to a minimum rate of 4% and maximum rate of 9%.

Retirement – Example of Pension Calculations

CONSULT YOUR BENEFIT RESOURCE (YBR) FOR YOUR INDIVIDUAL RETIREMENT CALCULATION

Sample Type	29 and 10 (Age 50)
Assumptions	
DOB	12/12/1984
Age (1/1/2010)	25
Service (1/1/2010)	6
Termination Date	12/31/2034
Commencement Date	1/1/2035
Annual Salary	$70,000.00
Pay Increase	3.00%
STI (Trad)	1.50%
STI (CB)	3.00%
Overtime	10.00%
CB Interest	4.00%
Savings ROR	6.00%
Savings Pay Match	1.25%
Savings STI Match	6.00%

Traditional Only	Part A	Part B	Savings Plan	Total
Single Life Annuity	$1,979	NA	$4,696	$6,675
Lump Sum Value	$311,331	NA	$738,808	$1,050,139

Choice	Part A* (Trad)	Part B (CB Plan)	Savings Plan	Total
Single Life Annuity	$388	$1,623	$5,384	$7,395
Lump Sum Value	$61,047	$255,434	$846,998	$1,163,479

* YOS frozen as of 12/31/09

FAE at retirement

Frozen	Part A** (Trad)	Part B (CB Plan)	Savings Plan	Total
Single Life Annuity	$343	$1,411	$5,231	$6,985
Lump Sum Value	$53,985	$222,002	$822,937	$1,098,925

** YOS and FAE frozen as of 12/31/13.

Retirement – Example of Pension Calculations

CONSULT YOUR BENEFIT RESOURCE (YBR) FOR YOUR INDIVIDUAL RETIREMENT CALCULATION

Sample Type	29 and 10 (85 Points)
Assumptions	
DOB	12/12/1984
Age (1/1/2010)	25
Service (1/1/2010)	6
Termination Date	12/31/2039
Commencement Date	1/1/2040
Annual Salary	$70,000.00
Pay Increase	3.00%
STI (Trad)	1.50%
STI (CB)	3.00%
Overtime	10.00%
CB Interest	4.00%
Savings ROR	6.00%
Savings Pay Match	1.25%
Savings STI Match	6.00%

Traditional Only	Part A	Part B	Savings Plan	Total
Single Life Annuity	$6,407	NA	$7,345	$13,751
Lump Sum Value	$953,153	NA	$1,092,681	$2,045,834

Choice	Part A* (Trad)	Part B (CB Plan)	Savings Plan	Total
Single Life Annuity	$1,072	$2,529	$8,442	$12,043
Lump Sum Value	$159,469	$376,288	$1,255,907	$1,791,663

* YOS frozen as of 12/31/09

FAE at retirement

Frozen	Part A** (Trad)	Part B (CB Plan)	Savings Plan	Total
Single Life Annuity	$818	$2,256	$8,225	$11,299
Lump Sum Value	$121,648	$335,613	$1,223,708	$1,680,969

** YOS and FAE frozen as of 12/31/13.

Retirement – Example of Pension Calculations

CONSULT YOUR BENEFIT RESOURCE (YBR) FOR YOUR INDIVIDUAL RETIREMENT CALCULATION

Sample Type	29 and 10 (Age 62)
Assumptions	
DOB	12/12/1984
Age (1/1/2010)	25
Service (1/1/2010)	6
Termination Date	12/31/2046
Commencement Date	1/1/2047
Annual Salary	$70,000.00
Pay Increase	3.00%
STI (Trad)	1.50%
STI (CB)	3.00%
Overtime	10.00%
CB Interest	4.00%
Savings ROR	6.00%
Savings Pay Match	1.25%
Savings STI Match	6.00%

Traditional Only	Part A	Part B	Savings Plan	Total
Single Life Annuity	$9,876	NA	$13,715	$23,591
Lump Sum Value	$1,315,892	NA	$1,827,406	$3,143,297

Choice	Part A* (Trad)	Part B (CB Plan)	Savings Plan	Total
Single Life Annuity	$1,369	$4,571	$15,803	$21,743
Lump Sum Value	$182,393	$609,077	$2,105,543	$2,897,012

* YOS frozen as of 12/31/09

FAE at retirement

Frozen	Part A** (Trad)	Part B (CB Plan)	Savings Plan	Total
Single Life Annuity	$818	$4,170	$15,439	$20,426
Lump Sum Value	$108,947	$555,552	$2,057,127	$2,721,625

** YOS and FAE frozen as of 12/31/13.

Retirement – Example of Pension Calculations

CONSULT YOUR BENEFIT RESOURCE (YBR) FOR YOUR INDIVIDUAL RETIREMENT CALCULATION

Sample Type	50 and 24 (50)
Assumptions	
DOB	12/12/1963
Age (1/1/2010)	46
Service (1/1/2010)	20
Termination Date	12/31/2013
Commencement Date	1/1/2014
Annual Salary	$70,000.00
Pay Increase	3.00%
STI (Trad)	1.50%
STI (CB)	3.00%
Overtime	10.00%
CB Interest	4.00%
Savings ROR	6.00%
Savings Pay Match	1.25%
Savings STI Match	6.00%

Traditional Only	Part A	Part B	Savings Plan	Total
Single Life Annuity	$824	NA	$1,044	$1,868
Lump Sum Value	$129,566	NA	$164,262	$293,828

Choice	Part A* (Trad)	Part B (CB Plan)	Savings Plan	Total
Single Life Annuity	$695	$154	$1,087	$1,936
Lump Sum Value	$109,386	$24,184	$171,004	$304,574

* YOS frozen as of 12/31/09

FAE at retirement

Frozen	Part A** (Trad)	Part B (CB Plan)	Savings Plan	Total
Single Life Annuity	$824	$0	$1,044	$1,868
Lump Sum Value	$129,566	$0	$164,262	$293,828

** YOS and FAE frozen as of 12/31/13.

Retirement – Example of Pension Calculations

CONSULT YOUR BENEFIT RESOURCE (YBR) FOR YOUR INDIVIDUAL RETIREMENT CALCULATION

Sample Type	50 and 24 (85 Points)
Assumptions	
DOB	12/12/1963
Age (1/1/2010)	46
Service (1/1/2010)	20
Termination Date	12/31/2019
Commencement Date	1/1/2020
Annual Salary	$70,000.00
Pay Increase	3.00%
STI (Trad)	1.50%
STI (CB)	3.00%
Overtime	10.00%
CB Interest	4.00%
Savings ROR	6.00%
Savings Pay Match	1.25%
Savings STI Match	6.00%

Traditional Only	Part A	Part B	Savings Plan	Total
Single Life Annuity	$2,929	NA	$2,065	$4,994
Lump Sum Value	$429,981	NA	$303,125	$733,106

Choice	Part A* (Trad)	Part B (CB Plan)	Savings Plan	Total
Single Life Annuity	$1,978	$506	$2,215	$4,699
Lump Sum Value	$290,409	$74,341	$325,123	$689,873

* YOS frozen as of 12/31/09

FAE at retirement

Frozen	Part A** (Trad)	Part B (CB Plan)	Savings Plan	Total
Single Life Annuity	$1,962	$298	$2,065	$4,325
Lump Sum Value	$288,082	$43,740	$303,125	$634,947

** YOS and FAE frozen as of 12/31/13.

Retirement – Example of Pension Calculations

CONSULT YOUR BENEFIT RESOURCE (YBR) FOR YOUR INDIVIDUAL RETIREMENT CALCULATION

Sample Type	50 and 24 (62)
Assumptions	
DOB	12/12/1963
Age (1/1/2010)	46
Service (1/1/2010)	20
Termination Date	12/31/2025
Commencement Date	1/1/2026
Annual Salary	$70,000.00
Pay Increase	3.00%
STI (Trad)	1.50%
STI (CB)	3.00%
Overtime	10.00%
CB Interest	4.00%
Savings ROR	6.00%
Savings Pay Match	1.25%
Savings STI Match	6.00%

Traditional Only	Part A	Part B	Savings Plan	Total
Single Life Annuity	$4,276	NA	$3,856	$8,131
Lump Sum Value	$569,693	NA	$513,711	$1,083,404

Choice	Part A* (Trad)	Part B (CB Plan)	Savings Plan	Total
Single Life Annuity	$2,399	$1,098	$4,201	$7,698
Lump Sum Value	$319,601	$146,294	$559,763	$1,025,658

* YOS frozen as of 12/31/09

FAE at retirement

Frozen	Part A** (Trad)	Part B (CB Plan)	Savings Plan	Total
Single Life Annuity	$1,962	$807	$4,094	$6,864
Lump Sum Value	$261,472	$107,573	$545,521	$914,566

** YOS and FAE frozen as of 12/31/13.

Retirement – Example of Pension Calculations

CONSULT YOUR BENEFIT RESOURCE (YBR) FOR YOUR INDIVIDUAL RETIREMENT CALCULATION

Sample Type	75 Points (Age 51)
Assumptions	
DOB	12/12/1962
Age (1/1/2010)	47
Service (1/1/2010)	20
Termination Date	12/31/2013
Commencement Date	1/1/2014
Annual Salary	$70,000.00
Pay Increase	3.00%
STI (Trad)	1.50%
STI (CB)	3.00%
Overtime	10.00%
CB Interest	4.00%
Savings ROR	6.00%
Savings Pay Match	1.25%
Savings STI Match	6.00%

Traditional Only	Part A	Part B	Savings Plan	Total
Single Life Annuity	$891	NA	$1,054	$1,946
Lump Sum Value	$138,858	NA	$164,262	$303,119

Choice	Part A* (Trad)	Part B (CB Plan)	Savings Plan	Total
Single Life Annuity	$753	$155	$1,098	$2,005
Lump Sum Value	$117,231	$24,184	$171,004	$312,419

* YOS frozen as of 12/31/09

FAE at retirement

Frozen	Part A** (Trad)	Part B (CB Plan)	Savings Plan	Total
Single Life Annuity	NA	NA	NA	NA
Lump Sum Value	NA	NA	NA	NA

** YOS and FAE frozen as of 12/31/13.

Retirement – Example of Pension Calculations

CONSULT YOUR BENEFIT RESOURCE (YBR) FOR YOUR INDIVIDUAL RETIREMENT CALCULATION

Sample Type	75 Points (85 Points)
Assumptions	
DOB	12/12/1962
Age (1/1/2010)	47
Service (1/1/2010)	20
Termination Date	12/31/2018
Commencement Date	1/1/2019
Annual Salary	$70,000.00
Pay Increase	3.00%
STI (Trad)	1.50%
STI (CB)	3.00%
Overtime	10.00%
CB Interest	4.00%
Savings ROR	6.00%
Savings Pay Match	1.25%
Savings STI Match	6.00%

Traditional Only	Part A	Part B	Savings Plan	Total
Single Life Annuity	$2,749	NA	$1,813	$4,562
Lump Sum Value	$403,542	NA	$266,155	$669,697

Choice	Part A* (Trad)	Part B (CB Plan)	Savings Plan	Total
Single Life Annuity	$1,921	$440	$1,942	$4,303
Lump Sum Value	$281,951	$64,641	$285,091	$631,682

* YOS frozen as of 12/31/09

FAE at retirement

Frozen	Part A** (Trad)	Part B (CB Plan)	Savings Plan	Total
Single Life Annuity	NA	NA	NA	NA
Lump Sum Value	NA	NA	NA	NA

** YOS and FAE frozen as of 12/31/13.

Retirement – Example of Pension Calculations

CONSULT YOUR BENEFIT RESOURCE (YBR) FOR YOUR INDIVIDUAL RETIREMENT CALCULATION

Sample Type	75 Points (62)
Assumptions	
DOB	12/12/1962
Age (1/1/2010)	47
Service (1/1/2010)	20
Termination Date	12/31/2024
Commencement Date	1/1/2025
Annual Salary	$70,000.00
Pay Increase	3.00%
STI (Trad)	1.50%
STI (CB)	3.00%
Overtime	10.00%
CB Interest	4.00%
Savings ROR	6.00%
Savings Pay Match	1.25%
Savings STI Match	6.00%

Traditional Only	Part A	Part B	Savings Plan	Total
Single Life Annuity	$4,005	NA	$3,545	$7,550
Lump Sum Value	$533,628	NA	$472,396	$1,006,024

Choice	Part A* (Trad)	Part B (CB Plan)	Savings Plan	Total
Single Life Annuity	$2,331	$994	$3,855	$7,181
Lump Sum Value	$310,645	$132,498	$513,672	$956,815

* YOS frozen as of 12/31/09

FAE at retirement

Frozen	Part A** (Trad)	Part B (CB Plan)	Savings Plan	Total
Single Life Annuity	NA	NA	NA	NA
Lump Sum Value	NA	NA	NA	NA

** YOS and FAE frozen as of 12/31/13.

Health Plan

Current State

- Nine plan health plan choices
  - 6 EPO
  - 3 PPO
  - 95% of bargaining unit members in EPO1

Proposed

- 5 plan health plan choices
  - 2 EPO (enhanced and standard)
  - 2 PPO (enhanced and standard)
  - 1 HDHP/HSA
- Enhanced EPO similar in coverage to EPO1
- Premium cost sharing increases from 15% to 25% over 5 years
- Co-pays increase over 5 year period

Health Plan

- Cost sharing arrangements for IBEW 1347 are more favorable than USW and UWUA contracts.

	Employee Cost Sharing Percentage		
Year	**IBEW 1347**	**USW**	**UWUA**
2008	15%	17.5%	
2009	15%	20%	17.5%
2010	17%	22.5%	20%
2011	19%	25%	22.5%
2012	21%		25%
2013	23%		
2014	25%		

Health Plan—New Plan Options: Enterprise

Plan Provisions	Standard EPO	Enhanced EPO	Standard PPO		Enhanced PPO	
			In-Network	Out-of-Network	In-Network	Out-of-Network
Individual Deductible	$0	**$0**	$800	$1,000	$400	$800
Family Deductible	$0	**$0**	$2,400	$3,000	$800	$1,600
Coinsurance (plan pays after applicable copay)	100%	**100%**	80%	60%*	90%	70%*
Individual OOP Max	N/A	**N/A**	$2,500	$5,000	$1,500	$3,000
Family OOP Max	N/A	**N/A**	$5,000	$10,000	$3,500	$6,000
Office Visit Copay: PCP	$40	**$30**	$40	Deductible & Coinsurance	$25	Deductible & Coinsurance
Office Visit Copay: Specialist	$50	**$40**	$50	Deductible & Coinsurance	$35	Deductible & Coinsurance
Inpatient Admission Deductible/Copay	$250	**$275**	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible & Coinsurance
ER Copay	$75	**$85**	$75**	$75**	$75**	$75**
Urgent Care Copay	$50	**$60**	$50	Deductible & Coinsurance	$50	Deductible & Coinsurance
Retail: Generic/Preferred Brand/Non-preferred Brand	$20/$40/$60	**$15/$30/$60**	$20/$40/$60	Full cost at point of sale**	$10/$20/$40	Full cost at point of sale**
Mail: Generic/Preferred Brand/ Non-preferred Brand	$50/$100/$150	**$38/$75/$150**	$50/$100/$150	N/A	$25/$50/$100	N/A

* Subject to usual and customary charges.
** Deductible/coinsurance applies to charges in excess of copay.
OOP = Out-of-Pocket

Health Plan—Enhanced EPO Plan Design 2010 – 2014

		Enhanced EPO				
	2009 EPO1	**2010 Not to Exceed**	**2011 Not to Exceed**	**2012 Not to Exceed**	**2013 Not to Exceed**	**2014 Not to Exceed**
Coinsurance (plan pays after applicable copay)	100%	100%	100%	100%	100%	100%
Annual Deductible	$0	$0	$0	$0	$0	$0
Out-of-Pocket Maximum	$1000 single / $2000 family	$0 single / $0 family	$0 single / $0 family	$0 single / $0 family	$0 single / $0 family	$0 single / $0 family
Office Visit Copay: PCP	$30	$35	$35	$45	$45	$55
Office Visit Copay: Specialist	$45	$45	$45	$55	$55	$65
Outpatient Surgery	$50	$65	$65	$75	$75	$85
Outpatient X-ray	$50	$0 copay; MRI, CAT, and PET scans: 100% covered – all other x-ray services	$0 copay; MRI, CAT, and PET scans: 100% covered – all other x-ray services	$0 copay; MRI, CAT, and PET scans: 100% covered – all other x-ray services	$0 copay; MRI, CAT, and PET scans: 100% covered – all other x-ray services	$0 copay; MRI, CAT, and PET scans: 100% covered – all other x-ray services
Hospital Co-Pay	$125	$300	$300	$350	$350	$400
Emergency Room (not followed by admission)	$75	$100 copay – waived if admitted	$100 copay – waived if admitted	$125 copay – waived if admitted	$150 copay – waived if admitted	$150 copay – waived if admitted
Urgent Care Clinic Visit	$40	$65	$65	$75	$75	$85
Retail: Generic/Formulary Brand/ Non-Non-Formulary Brand	$15/$30/$55	$15/$30/$60	$15/$30/$60	$20/$40/$80	$20/$40/$80	$25/$45/$90
Mail: Generic/Formulary Brand/ Non-Non-Formulary Brand	$36/$70/$90	$38/$75/$150	$38/$75/$150	$50/$100/$200	$50/$100/$200	$63/$113/$225

Long Term Disability

	IBEW 1347	Enterprise
Carrier	Liberty Mutual	Liberty Mutual
Plan Design (benefit amount)	• Company-paid, 50% of pay; employee buy-up option to 66 2/3% of pay • 12-month limit for own-occupation	• Company-paid, 50% of pay; employee buy-up option to 66 2/3% of pay • 24-month limit for own-occupation
Definition of Pay	Base pay only	Base plus Overtime and Short Term Incentive

Active Basic and Supplemental Life, AD&D and Dependent Life Insurance

	IBEW 1347	Enterprise
Carrier	MetLife	MetLife
Plan Design		
Basic Life	2X Pay or opt down to 1X Pay	2X Pay or flat $50K
Supplemental Life	1X or 2X salary	1X, 2X, 3X or 4X salary
Dependent Life	Spouse/Child: $5K/$1.5K, $10K/$3K, or $25K/$5K	Spouse: $10K, $25K, $50K or $100K Child: $5K or $10K
Basic AD&D	2X Pay or opt down to 1X Pay	2X Pay or flat $50K
Supplemental AD&D	Up to 2X salary	1X, 2X, 3X, 4X, 5X or 6X salary
Tobacco User Rates	Yes	Yes
Basic Life Opt down credit	Yes	None

Post-Retirement Benefits Eligibility Rules

IBEW 1347	Enterprise
Current Employees: • Opportunity to enroll in Duke Energy retiree medical, dental and vision, at full cost, as early as age 50 with 5 or more years of service; • Either the post-retirement subsidy or HRA for employees hired pre-2005 • HRA for employees hired 2005 or later	**Employees hired on or prior to 1/1/2010:** • Status quo with opportunity to enroll in Duke Energy retiree medical, dental and vision, at full cost, as early as age 50 with 5 or more years of service; • Either the post-retirement subsidy or HRA depending on date of hire **New hires and rehires as of 1/1/2010 or later:** • Opportunity to enroll in Duke Energy retiree medical, dental and vision, at full cost, as early as age 50 with 5 or more years of service; • No company subsidy or HRA

Trends in Settlements

- Bureau of National Affairs (BNA) Collective Bargaining Bulletin (March 2009)
  - Majority of contracts negotiated have 2% to 3% yearly increases

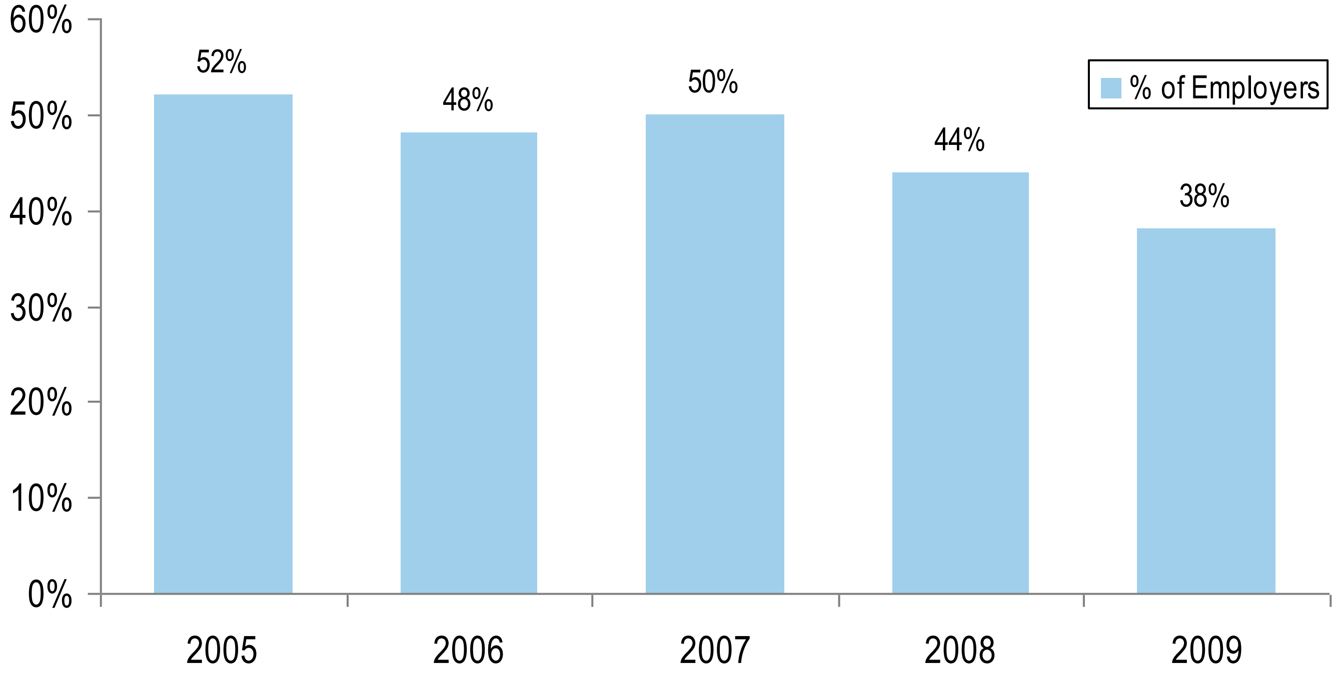
	% of Surveyed Employers			
Wage Adjustment	**2009**	**2010**	**2011**	**2012**
5% or more	3%	2%	2%	2%
4% to 4.9%	7%	6%	8%	8%
3% to 3.9%	31%	30%	30%	32%
2% to 2.9%	**34%**	**35%**	**32%**	**34%**
1% to 1.9%	7%	7%	5%	6%
Less than 1%	3%	3%	2%	4%
No change/decrease	8%	4%	5%	5%

Note: percentages may not sum to 100 due to no response.

Trends in Settlements

- Bureau of National Affairs (BNA) Collective Bargaining Bulletin (March 2009)
  - About half of surveyed employers in each year report plans to increase employee cost-sharing payments.

PLANS TO INCREASE EMPLOYEES HEALTH CARE COST-SHARING PAYMENTS 2005 – 2009 CONTRACTS



Questions

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