



4 EMPLOYEES

Develop and Engage Employees and Strengthen Leadership

2016 Highlights

- Black Enterprise Magazine named Duke Energy to its “50 Best Companies for Diversity.”
- To cultivate an inclusive environment, piloted a program on unconscious bias with 75 leaders across the company.
- Enhanced the Duke Energy In Action program to better enable employees and retirees to make a difference in the communities where they live and work.
- Honored a record 48 employees with the James B. Duke Award, adding two new categories – Career Achievement and Heroic Acts.

Challenges and Opportunities

- Foster a high-performance and inclusive culture built on strong leadership and highly engaged and diverse employees.
- Ensure knowledge transfer as our baby boomers retire.



LaTonya King / Director, Diversity and Inclusion Melissa Anderson / Executive Vice President, Administration and Chief Human Resources Officer

Unity and Inclusion, Within and Beyond Our Walls

Duke Energy's commitment to diversity and inclusion extends beyond our own walls and into the community. This commitment was more important than ever in 2016, as several of the communities we serve experienced tragic acts of violence and, in some cases, civil unrest.

In the wake of the civil unrest in Charlotte, N.C., in September, Duke Energy hosted a series of facilitated conversations, called "Pathways to Inclusion," that provided a venue for employees to discuss these events, their impact, and how we can move forward and create unity. "The sessions gave employees a safe space for dialog around complex, emotional issues," said LaTonya King, Duke Energy's director of diversity and inclusion. "They shared feelings of sadness, frustration and anger coming into the sessions, but they left feeling educated, enlightened, and hopeful."

The Duke Energy Foundation made a \$100,000 donation to the Unite Charlotte Fund, a new community fund created in the aftermath of the unrest to support programs focused on healing, rebuilding trust and creating opportunities.

The company brought in the NeuroLeadership Institute (NLI) to pilot a program on unconscious bias with 75 leaders across the company. Those who participated in the pilot reported they felt better equipped to not only recognize bias, but also overcome it in their day-to-day activities.

Similarly, following the deadly shooting at an Orlando nightclub in June, the company made a \$100,000 donation to the OneOrlando Fund to help respond to the community's immediate and future needs.

In 2016, we also continued our sharp focus on cultivating an inclusive environment in the workplace. For instance, the company brought in the NeuroLeadership Institute (NLI) to pilot a program on unconscious bias with 75 leaders across the company. Those who participated in the pilot reported they felt better equipped to not only recognize bias, but also overcome it in their day-to-day activities.

"I'm excited about unconscious bias training. We expect to see improvements in the decision-making capabilities of our leaders as a result of this work," says Melissa Anderson, executive vice president of administrative services and chief human resources officer. The unconscious bias training program will continue in 2017, with a focus on the top 400 leaders across the company.



Detective Julie Marzheuser / Lead Negotiator, Edgewood PD and Kenton County Regional SWAT Steve Hinkel / Director Advanced Technologies, Applications

Duke Engineer Builds Robots that Protect & Serve

When robots are mentioned, it's easy to conjure up memories of old science fiction movies. But do they have a place in today's energy industry?

Kentucky employee Steve Hinkel is working on it. His innovative efforts teaching and designing robots have already caught the attention of local law enforcement and may have a future at Duke Energy.

One of his recent creations is a rover robot for the Newport, Ky., Police Department, across the river from Cincinnati. Affectionately called SWAT-Bot by officers, the robot can help police access places that might be too risky or too cramped to enter, and can see things they may not ordinarily be able to detect.

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Hinkel began dabbling in robotics several years ago when his young son showed an interest in robots. Over time, Hinkel became a quasi-expert in the design of robots – now teaching a class on robotics at Northern Kentucky University.

He continues to design new robots. And in addition to the Newport police squad, two other local police departments are adopting Hinkel's robot designs.

As for Duke Energy, robots could be used to handle tasks that could be more dangerous than they first appear – like working in traffic.

“For example, instead of a crew member using a flag to direct traffic in highly congested areas, as when electrical workers are making repairs to a power line, a robot could do it,” said Hinkel. “A technician might also direct a robot to make a repair in an energized electric substation; that way the person can stay in a completely safe zone.”

Helping Employees Make an Impact in Their Communities

When Duke Energy's Jamie Lynton and his wife planted some milkweed in their yard that attracted a few butterflies, it gave him an idea. Why not do this on a larger scale to offer a protected habitat for imperiled monarch butterflies as they migrate south?

He first organized a Duke Energy In Action Teams4Good volunteer event and rounded up co-workers to build the first monarch butterfly "waystation" at Lapping Park in Clarksville, Indiana. Lynton even helped Clarksville secure a \$2,500 grant from the Duke Energy Foundation to pay for the plants and supplies.

A few months later, Clarksville Elementary School students returned to the waystation to release monarch butterflies and learn about their migration patterns and the dangers they face.

Teams4Good is part of the enhanced Duke Energy In Action program launched earlier in the year. Designed to empower employees and retirees to make a difference in the communities where they live and work, the program makes it easy for employees to volunteer their time and double their charitable contributions to the causes they're passionate about.

Other opportunities include Dollars4Good, which matches eligible donations made by employees; Hours4Good, through which employees can earn company grants when they volunteer their time; and Relief4Employees, which allows employees to support co-workers in need.

As RideShare continues to expand, Duke Energy will not only be able to save money on mileage and car rentals, but also lower its environmental impact with fewer vehicles and less emissions.

The Duke Energy In Action program has been a hit in other areas of the Duke Energy territory. In Ohio, employees organized an Accounting for Kids Day to introduce financial literacy concepts to Cincinnati Public Schools students in a fun and interactive way. In North Carolina, employees at the Kings Mountain Generation Support Facility organized several volunteer events at the local Gateway Trail to create and maintain a butterfly garden.

Sharing a Ride; Lowering Our Impact

In 2015, Duke Energy spent almost \$16 million on rental cars and personal mileage for its 28,000 employees.

It led the company to ask, "Is there a better way?"

What resulted was RideShare – an innovative program that matches employees traveling to the same location. If two employees are both renting cars in North Carolina to travel from Raleigh to Asheville – RideShare allows them to connect and take one car instead. It's a great way to meet fellow employees, lower costs and eliminate the need for additional cars on the highway.

Early results have been promising. Employees continue to sign up and test the program. In fact, in 2016, more than 45,000 highway miles were avoided by employees riding together. That number could be higher since many employees were informally sharing rides before the program was introduced.

As the effort continues to expand, Duke Energy will not only be able to save money on mileage and car rentals, but also lower its environmental impact with fewer vehicles and less emissions.





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Recognizing Our Heroes

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Kentucky employees Denny Caple and Chris Thomas were leaving their truck when they were startled by the screech of a quick acceleration in the parking lot. When the Gas Operations employees looked over, they found the driver of the nearby truck slumped over, unresponsive.

Caple and Thomas knew exactly what to do.

They rushed to him and pulled the unresponsive construction worker from the vehicle. After a moment of consciousness, the victim passed out again. Co-workers Cliff Jeffery, Mike Highhouse and Bill Stanforth, also witnessed the incident and rushed to help as the construction worker went into cardiac arrest.

As a team, the men performed CPR until paramedics arrived to take over the compressions and administer four shocks with an automated external defibrillator. At the hospital, the doctor said the construction worker's artery was fully clogged, and, if not for the team's quick action, he would have died.

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