

Workforce Performance Metrics

Workforce Statistics

	12/31/14	12/31/15	12/31/16
Full- and part-time employees	28,344	28,905	28,790
Collective bargaining unit members as percent of workforce	19.6%	18.3%	19.1

Workforce Demographics

	12/31/14	12/31/15	12/31/16
Ethnic diversity as percent of workforce			
■ White	85.2%	84.3%	83.3%
■ Black/African-American	10.7%	11.1%	11.8%
■ Hispanic/Latino	2.1%	2.5%	2.7%
■ Asian	1.3%	1.4%	1.5%
■ American Indian/Alaska Native	0.6%	0.6%	0.6%
■ Native Hawaiian/Other Pacific Islander	0.1%	0.1%	0.1%
■ Not specified	0.0%	0.1%	0.0%
Females/minorities as percent of workforce/management			
■ Females as percent of workforce	22.2%	22.6%	22.8%
■ Females as percent of management	18.0%	17.2%	17.6%
■ Minorities as percent of workforce	14.8%	15.6%	16.7%
■ Minorities as percent of management	10.2%	10.4%	11.1%

Employee Turnover Summary

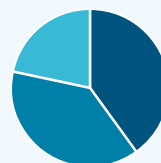
	2014	2015	2016
Turnover as percent of workforce	7.1%	7.5%	9.6%
Percentage of employees eligible to retire in 5 years ¹	48.8%	46.3%	45.1%
Percentage of employees eligible to retire in 10 years ¹	62.0%	59.3%	57.3%

¹ "Eligible to retire" is defined as 55 years of age or older, with at least five years of service.

A Transforming Workforce

During the past five years, Duke Energy's workforce has transformed from one with approximately 60 percent Baby Boomers and Traditionalists, to one with 60 percent Generation X and Millennials. As this transformation continues, we are working to assure that workers of all generations are engaged and enabled, with the right skills and qualifications to operate and grow Duke Energy's evolving businesses.

Four Generations of Duke Energy Employees



- 0.2%** Traditionalists (born before 1946)
- 39.8%** Baby Boomers (born 1946-1964)
- 38.5%** Generation X (born 1965-1981)
- 21.5%** Millennials (born after 1981)