



4 Employees

Develop and engage employees and strengthen leadership.

2015 Highlights

- Black Enterprise Magazine named Duke Energy to its 40 Best Companies for Diversity.
- Expanded our Quick Fit program – getting more employees moving across the company.

Challenges and Opportunities

- Ensure knowledge transfer as our baby boomers retire.
- Increase our bench strength by continuing to focus on diversity in the workplace.

Preparing the community workforce

Duke Energy knows having a prepared workforce is critical to the company – but also to attracting new and expanding businesses.

Investments in community colleges and other educational institutions have been a key driver for economic growth in Duke Energy’s service territories. Graduates offer the technical skills needed to fuel a growing economy.

To ensure students receive the skills needed for success, Duke Energy supports workforce training through a number of investments in regional community colleges.

For example, the company has provided a \$250,000 grant to support a budding structural design program at Richmond Community College in North Carolina. The funds are being used to help expand programs in machining, computer-aided drafting and 3D printing – all needed for an expanding industrial base.

South Carolina’s Spartanburg Community College received a grant to expand knowledge in Web development – a skillset that is needed in the region.

Gateway Community and Technical College in Kentucky is helping teach skills to women to pursue careers in fields often dominated by men – especially in the manufacturing sector.

BRINGING FITNESS TO EMPLOYEES

For the past few years, Quick Fit has gotten company employees moving and grooving. The program focuses on strength training, balance, agility, coordination and cardio fitness. It has everyone from line technicians to office workers getting a healthy workout and just having fun. For 15 minutes a day, employees gather in various locations around the company to stretch and move – helping prevent minor aches, pains and missteps that can lead to lost workdays. Program participation kept expanding throughout Duke Energy in 2015 – and is expected to continue increasing in 2016.

Photo caption: Jimmy Le Blanc, Raymond Campbell, Mike Stanton, Allen Dyer, Reggie Hicks and Nathan Ashley doing a hip flexor stretch.

Raleigh Operations Center

At Nash Community College in North Carolina, a \$250,000 grant helps offer training to students on precision machinery that's used by industrial customers for various cutting processes.

Sandhills Community College in North Carolina received a \$250,000 grant to create an expanded state-of-the-art welding program.

Duke Energy embraces the challenge of preparing a workforce that has the specialized skills needed for all types of business. That helps us, but it also helps the industries we serve.

A promise to employees

When changes occur that affect employees, Duke Energy works hard to help them navigate the transition. For Crystal River Nuclear Plant employees, February 5, 2013, seemed like the end. The decision announced that day to retire the plant, known as CR3, after 36 years of service left its 600 employees with feelings of sadness, apprehension and uncertainty. Now, many of those same employees look back on that day not as an ending but as a new beginning.

The day after the announcement, senior company leaders met with CR3 employees to listen to their concerns and answer their questions. Senior leaders made this promise: If you want to continue working for Duke Energy, we will redeploy as many of you as possible to other positions within the company.

Human Resources staff met with employees one-on-one to understand their career preferences – asking employees whether they wanted to stay on site to fill a temporary position on the decommissioning team, to redeploy to another position within the company or to leave the company with severance benefits. In most cases, Duke Energy was able to fulfill employee preferences.

Duke Energy also held internal job fairs with workgroups across the company and hired an on-site recruiter to help employees navigate the hiring process.

Three years later, Duke Energy has successfully placed about two-thirds of the employees affected by the decision to retire the nuclear plant. More than 300 employees have redeployed to other positions within the company, and about 70 employees – not including security officers or contractors – remain on site as part of the decommissioning team. Many of the other affected employees used this change as an opportunity to retire.

Taking an interest, this employee made it happen

When you write a big company, who reads it? If you're lucky, Keith McGuinness does.

Julie Nofsinger wrote a letter to Duke Energy's real estate team a few years ago about property located at one of our 3,200 substations.



Julio Gonzalez / Engineering Technologist

USING ART TO FOCUS ON MATH AND SCIENCE CAREERS

Julio Gonzalez and members of Latinos Energizing Diversity (LED), an employee resource group at Duke Energy, wanted to do something different for an educational outreach program in Charlotte-area schools.

“We thought, ‘What if we engage students more and combine left-brain, right-brain concepts together on a project?’” said Gonzalez. The group envisioned a collaboration that involved students in a hands-on STEM art project that would have a lasting impact on the students.

LED members subsequently visited three schools – Charlotte’s Morehead STEM Academy, Mallard Creek High School and Vance High School – where they talked with students about various career paths at the company and in the energy industry.

What followed was the creation of large murals by the students demonstrating various aspects of STEM.

With the help of a Duke Energy Foundation grant, 30 enthusiastic students from each school – chosen by principals and teachers – worked independently to illustrate an aspect of STEM on 8.5-by-11-inch pieces of paper. The illustrations were then put on large vinyl stickers and assembled into three large murals – one at each school.

The finished pieces show a wide range of topics related to energy, from battery storage to renewable power.

“The project helps further STEM education, but it goes well beyond that,” said Gonzalez. “It gives students an opportunity to solve real-life problems and helps to build pride in their school.”

Would the company work with a local garden association on a community garden project?

McGuinness knew the site well. The 0.22 acres the garden group was interested in held no future plans for the company. He decided to take action – just like many employees, who are helping communities throughout our regions.

Today, underneath a large transmission power line, tomatoes, peppers, squash and cucumbers are just a few of the plants growing. It’s a nice outlet for neighbors, whose shady yards made growing vegetables difficult.

Launched in June 2015, the 36 plots at the garden are fully subscribed – and neighbors are waiting for openings.

McGuinness says he hopes the company can work with other community groups on similar projects.

“Every piece of property is not the same, and every project might not be the right fit for the company,” he said. “But there is no reason why we can’t do more projects like this.”

Besides a dose of goodwill, Duke Energy also benefits since the group clears the underbrush around the site, helping Duke Energy avoid future landscaping needs.