



Develop and engage
employees and
strengthen leadership

2014 Highlights

- Began a new Employee Resource Group for our military veterans
- Received national recognition as one of the top companies in the nation for women

Challenges

- Ensure knowledge transfer as our baby boomers retire and we hire new employees

Opportunities

- Increase our bench strength by continuing to increase diversity in the workplace



A Great Place To Work

Women comprise nearly 23 percent of Duke Energy's workforce, more than 19 percent of senior management and 40 percent of the executive leadership team. Duke Energy is being recognized nationally as one of the top companies for women.

In 2014, the company ranked No. 16 on Daily Worth's List of the 25 Best Companies for Women. Internal strategies like leadership development programs for women, business networking opportunities, telecommuting and flex time caught the financial website's attention.

Ernst & Young's "Talent at the Table: Index of women in power and utilities" concluded that Duke Energy offers more opportunity to women than any other of the industry's largest 100 companies worldwide.

In Fortune magazine, CEO Lynn Good was ranked No. 13 among the Most Powerful Women in Business.

Employee Care Ensures A Healthier Workforce

A popular program called Employee Care, which began in Florida in 2011, has proven to be both popular and successful in helping keep our employees healthy and on the job.

It started with one nurse and has since expanded to two, placing them in key areas of the state to

personally offer first aid to employees with minor workplace injuries – like sprains, strains or cuts. By addressing these injuries early, employees receive proper treatment quickly – and often times more appropriately than from off-site facilities.

The program is catching on. Employees like the on-site care and the treatment often prevents minor cuts and sprains from becoming bigger issues later – some of which could lead to complications or lost workdays.

In fact, employees are starting to use the service for nonwork health concerns and advice. It's a normal outgrowth of Employee Care and one the company embraces. Proper treatment and good advice helps all concerned.

In 2014, Employee Care began expanding to other areas of Duke Energy. Today, there are nurses in the Carolinas and the Midwest. In 2015, the program is expected to expand even further.

Molding The Company's Future Workforce

Starting as a pilot program in 2012 with just 38 participants, The Duke Energy Academy at Purdue University in West Lafayette, Indiana, has quickly grown to become one of the state's most talked-about summer learning programs for high school juniors and seniors, as well as teachers.

The intensive week-long program has a two-fold purpose: inspire students to enter the science, technology, engineering and math (STEM) disciplines and consider energy-related career



Academy at Purdue
A pilot program in 2012, The Duke Energy Academy at Purdue is now a "go-to" destination for high school students and teachers.



Peter Larkins | “Together We Stand for Our Veterans” Chair

fields; and inspire teachers while providing resources for them to communicate the importance of STEM disciplines to their students.

In a competitive application process, 27 teachers and 53 students were selected for the June 2014 academy from a pool of over 280 applicants. (For 2015, 400 applications have been received – interest in the program keeps growing!) A grant from the Duke Energy Foundation allowed participants to attend the academy at no cost to them; teachers also received a small cash stipend.

Through lectures, tours, hands-on projects and creative fun, the academy’s participants engaged in a wide range of energy-related learning opportunities. They designed wind turbine blades and solar farms; simulated smart grid supply and demand dynamics; and performed experiments related to photovoltaic thin film, batteries, biofuels, fuel cells, waste heat power generation and nuclear fuel. One big highlight – a tour of the company’s Cayuga coal-fired generating station.

Teachers also collaborated with Purdue faculty to create 18 lesson plans on energy topics, which are available online at no charge at purdue.edu/discoverypark/energy/energyacademy/.

Said one teacher: “I feel like I have a better understanding of the behind-the-scenes workings of ... coal power plants and wind farms.”

And from a student: “(The academy) was the best week of my life, making new friends and learning so much ... my expectations were blown away.”

\ Connected \ Together We Stand

Peter Larkins is quick to tell you the transition from military life to the business world is not always easy.

A former Marine officer, Larkins has been with Duke Energy for seven years and considers it a great place to work. Now, he’s on a new mission: helping other former military personnel find employment at Duke Energy. Larkins is the chair of “Together We Stand for Our Veterans” – a new Employee Resource Group (ERG) at Duke Energy.

“Together We Stand” provides support and networking opportunities for servicemen and servicewomen, as well as relatives of those who serve. In addition, the group assists Human Resources with their military recruitment efforts. During 2014, around 10 percent of the company’s new hires self-identified as veterans.

“When you go from a very structured culture to one with more choices, it can be a tough move for some,” said Larkins. “‘Together We Stand’ allows members to bond with each other and build relationships that can ease that transition and promote satisfaction.”

Larkins recognizes the importance of retaining quality employees.

“It’s not enough just to hire former military personnel,” he said. “You have to create a culture that is welcoming to employees. Those who served in the military have a lot to give. We must create a culture that brings out those talents.”

Overall, Duke Energy has seven ERGs, celebrating the differences among employees from all backgrounds as it seeks to foster an inclusive work environment.

Workforce Statistics

	12/31/12	12/31/13	12/31/14
Full- and part-time employees	27,885	28,129	28,344
■ United States	26,691	26,883	27,099
■ International	1,194	1,246	1,245
Collective bargaining unit/union members as percent of workforce			
■ U.S. (members of a collective bargaining unit)	21.7%	21.0%	19.6%
■ International (dues-paying members of a union)	25.2%	26.7%	24.4%

U.S. Workforce Demographics ¹

	12/31/12	12/31/13	12/31/14
Ethnic diversity as percent of workforce			
■ White	84.7%	85.4%	85.2%
■ Black/African-American	10.5%	10.6%	10.7%
■ Hispanic/Latino	1.8%	2.1%	2.1%
■ Asian	1.1%	1.2%	1.3%
■ American Indian/Alaska Native	0.5%	0.5%	0.6%
■ Native Hawaiian/Other Pacific Islander	0.0%	0.0%	0.1%
■ Not specified	1.5%	0.2%	0.0%
Females/minorities as percent of workforce/management			
■ Females as percent of workforce	22.4%	22.4%	22.2%
■ Females as percent of management	18.0%	18.2%	18.0%
■ Minorities as percent of workforce	13.8%	14.4%	14.8%
■ Minorities as percent of management	9.4%	9.7%	10.2%

U.S. Employee Turnover Summary

	2012	2013	2014
Turnover as percent of workforce	6.1%	11.3%	7.1%
Percentage of employees eligible to retire in 5 years ²	51.5%	48.0%	48.8%
Percentage of employees eligible to retire in 10 years ²	65.2%	60.3%	62.0%

¹ Ethnic diversity and gender data are not captured for Duke Energy International employees.

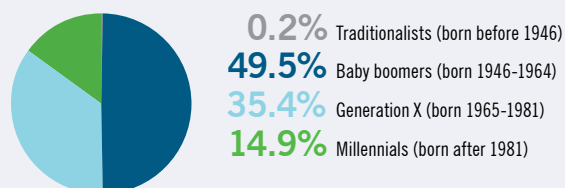
² "Eligible to retire" is defined as 55 years of age or older, with at least five years of service.

A Milestone For Our Workforce

For the first time, in 2014, "Generation X" and "millennials" made up over half our employees, while "baby boomers" and "traditionalists," now comprise just under half.

We value the contributions from employees in each of these generations, and we are planning to make sure that our workforce continues to have the right skills and qualifications. Workforce needs and demographics are assessed, then we recruit, train and provide on-the-job experience to prepare for the future.

Four Generations of Duke Energy's U.S. Employees





Ronnie Bailey Jr. | Lineman Apprentice, Lake Panasoffkee, Florida

Volunteerism: Employees Doing More

Duke Energy and its employees have a long history of volunteerism. In 2014, the company focused on environmental projects throughout its service territory as well as along the Dan River in Virginia.

With the company offering time off for employees to volunteer, it's estimated that over 3,600 employees joined retirees and others to provide over 212,000 hours on projects in their communities.

The projects were varied – from clearing nature trails to building or refurbishing homes.

For example, employees in North Carolina helped the Carolina Waterfowl Rescue by building new wading ponds, a bridge for the birds and helping with pond stabilization.

In Florida, employees gave the Weedon Island Preserve a fresh look. In South Carolina, a company grant combined with employee participation helped Trees Greenville in planting and protecting trees.

In Ohio, employees pitched in to help create a cleaner downtown as part of the Cincinnati Mayor's Corporate Challenge. In Edwardsport, Indiana, employees worked with the city to help revitalize a local park.

In the end, Duke Energy employees helped make their communities a better place.

\ Connected \ Duke Energy Line Workers Earn 11 Awards At World Competition

Duke Energy line workers took home 11 awards from the 2014 International Lineman's Rodeo.

The 60 line workers who competed were tested on job-related skills such as hurt-man rescues, equipment repair and pole climbs. Competitors were judged on safety and technique, with speed being the last criteria used to differentiate the best scores.

Ronnie Bailey Jr. of Lake Panasoffkee, Florida, placed second in the apprentice investor-owned utility division.

"Receiving the award was surreal, and I couldn't have done it without the support of my co-workers and the team," said Bailey, whose father has been a Duke Energy Florida line worker for 33 years. "I'm thankful to the company for giving us the tools and time to be successful, and I'm proud to represent Duke Energy in the world spotlight."