

Workforce Performance Metrics

Workforce Statistics

	12/31/15	12/31/16	12/31/17
Full- and part-time employees	28,905	28,790	29,143
Collective bargaining unit members as percent of workforce	18.3%	19.1%	18.8%

Workforce Demographics

	12/31/15	12/31/16	12/31/17
Ethnic diversity as percent of workforce			
■ White	84.3%	83.3%	82.2%
■ Black/African-American	11.1%	11.8%	12.0%
■ Hispanic/Latino	2.5%	2.7%	1.7%
■ Asian	1.4%	1.5%	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	0.1%	0.0%	0.0%
■ Two or more races (not Hispanic or Latino)			1.9%
Females/minorities as percent of workforce/management			
■ Females as percent of workforce	22.6%	22.8%	23.1%
■ Females as percent of management	17.2%	17.6%	18.0%
■ Minorities as percent of workforce	15.6%	16.7%	17.7%
■ Minorities as percent of management	10.4%	11.1%	11.5%

Employee Turnover Summary

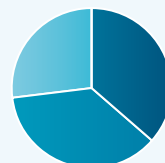
	2015	2016	2017
Turnover as percent of workforce	7.5%	9.6%	8.1%
Percentage of employees eligible to retire in 5 years ¹	46%	45%	45%
Percentage of employees eligible to retire in 10 years ¹	59%	57%	57%

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

A Multigenerational Workforce

The two youngest generations – Millennials and Generation X – make up nearly two-thirds of Duke Energy’s workforce. We value the diverse experience and unique contributions of each generation’s employees – all of whom are skilled professionals focused on meeting our customers’ evolving energy needs.

Four Generations of Duke Energy Employees



- 0.1%** Traditionalists (born before 1946)
- 36.5%** Baby boomers (born 1946-1964)
- 36.5%** Generation X (born 1965-1981)
- 26.8%** Millennials (born after 1981)

* The total does not add up exactly because of rounding.