



4 EMPLOYEES

Develop and Engage Employees and Strengthen Leadership

2017 Highlights

- Black Enterprise Magazine named Duke Energy to its “50 Best Companies for Diversity.”
- Duke Energy earned the Human Rights Campaign’s distinction as a “Best Place to Work for LGBTQ Equality” with a perfect score of 100 percent in its Corporate Equality Index.
- Achieved employee and manager engagement scores of 69 and 77 percent, respectively, based on employee engagement survey results.
- Began offering employees, both mothers and fathers, six weeks of fully paid parental leave. This is in addition to at least six weeks’ paid time off that birth mothers receive.
- To cultivate an inclusive environment, expanded unconscious bias training to include an additional 477 leaders in 2017, bringing the total number of participants to over 550.

Challenges and Opportunities

- Foster a high-performance and inclusive culture built on strong leadership and highly engaged and diverse employees.
- Continue to invest in education and workforce development to help build a pipeline of skilled workers.
- Ensure knowledge transfer as our baby boomers retire.



Duke Energy's Lindsay Ankobiah with her daughter, Isla; and Lee Freedman with his son, Henry.

Fully Paid Parental Leave for Duke Energy's Moms, Dads

Duke Energy in 2017 began offering its employees fully paid parental leave – totaling six weeks – to bolster work-family balance and help attract and retain highly skilled workers.

The new benefit catapulted Duke Energy to near the front of the pack among the nation's largest electric utilities, many of which do not offer dedicated paid parental leave.

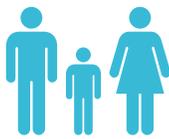
Under Duke Energy's new benefit – available to both mothers and fathers – an employee can start the six-week paid leave any time within the first 16 weeks after the birth, adoption or foster care placement of a child.

A birth mother can take a total of at least 12 weeks' paid time off: at least six weeks through the company's existing, pregnancy-related short-term disability benefit, followed by six additional weeks under the new parental leave benefit.

“Paid parental leave gives Duke Energy employees important quality time to bond with their new children without the financial pressure of having to immediately return to work. That's good for our employees and their children,” says Melissa Anderson, Duke Energy executive vice president and chief human resources officer.

Duke Energy's other family-focused employee benefits include a \$5,000 reimbursement for costs associated with adopting a child; paid time off to care for a sick or injured child, parent or other family member; and 10 hours of paid time off each year to volunteer in an employee's child's school, or any other school.

Duke Energy employs about 29,000 workers – most of them in North Carolina, South Carolina, Florida, Indiana, Ohio and Kentucky.



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Ashley Coleman
Charlotte, NC



Suzy Macke
Cincinnati, OH



Swati Daji
Charlotte, NC



Erin Schneider
Plainfield, IN

Promoting #WomenInPower

Duke Energy powers people’s lives. But it also powers women to pursue technical fields – those normally associated with men.

The company continues to support organizations advancing science, technology, engineering and math (STEM) careers – with a special emphasis on females. The results are paying off. These 10 women are now role models for the company’s next wave of employees.

Click the name to learn more about each employee.

[Dr. Shabari Basu](#), director of wind assessment in Charlotte, oversees a team of engineers that supervise the remote access and control of Duke Energy’s solar, wind farms and battery sites.

[Yolanda Carter](#), operations supervisor for Piedmont Natural Gas in Nashville, Tenn., makes sure the company’s new projects are being installed safely according to code and engineering specifications.

[Ashley Coleman](#) is a civil engineer in Charlotte, making sure the company’s power plants operate as efficiently as possible.

[Swati Daji](#), a senior vice president and the chief procurement officer, is responsible for the sourcing and supply chain functions for both the company’s regulated and commercial operations. Daji was formerly the senior vice president of fuels & systems.

[Tanya Hamilton](#), site vice president of the Harris Nuclear Plant in New Hill N.C., continues Duke Energy’s long history of operating carbon-free nuclear power plants.

[Jessica Hamm](#), technology development manager in Charlotte, looks at how the company can benefit from technology trends that are anywhere from five to 15 years down the road.

[Maritza Iacono](#), utility strategy director in St. Petersburg, Fla., helps shape the overall operational plan for Duke Energy’s Florida operations.

[Suzy Macke](#), a lineman based in Ohio, showed her determination to crack into the male-dominated world of linework.

[Joie McCutchen](#), a vegetation management specialist in Florence, S.C., makes sure the company’s operations and its vegetation management decisions work in harmony.

[Erin Schneider](#), director of economic development in Indiana, works closely with a network of partners to attract new businesses and encourage existing businesses to grow in the Duke Energy service territory.

Powering Economies Through Workforce Development

A growing issue for Duke Energy and many businesses is the gap between demand for skilled STEM workers and available talent to fill open positions. One of the ways the company is closing the gap is through our investments in education and workforce development.

During 2017, our Duke Energy Foundation invested more than \$33 million in charitable support for local organizations, many of which are implementing innovative programs to attract and train STEM professionals. Workforce development starts as early as possible – a reason why investments in quality education span kindergarten through career.

In central Florida, Duke Energy is working to bolster the area's existing skilled workforce by investing in Lake-Sumter State College's (LSSC) energy technology programs.

Graduates of these programs enter the workforce in high-paying and in-demand jobs. These career specialties are critical to the energy industry as utilities work to maintain and upgrade the electric grid in Florida and throughout the country. In 2017, the company announced a \$110,000 gift to support LSSC, and already Duke Energy has hired graduates of these programs to fill critical roles at the company.

In North Carolina, Duke Energy is successfully partnering with the Urban League of Central Carolinas to provide a test prep class for students interested in becoming entry-level electrical lineworkers. This eight-week Duke Energy Construction Skills and Trade (CAST) test prep course is an opportunity for job seekers to gain entrance into well-paying line technician, solar, construction and other utility positions.

These are just a few of the many workforce development programs the company is investing in across its service footprint – building a talent pipeline that will power regional economies for years to come.

Free Legal Assistance: Helping Those in Need

Duke Energy's 70 attorneys, along with 70 paralegals and other legal support staff, provide a wide range of free legal assistance to those in need.

It's part of the company's strong commitment to serving individuals, families and communities beyond just providing electricity and natural gas.

- **Neighborhood Legal Clinic** – In Indianapolis, company attorneys and legal support staff partner with a nonprofit group to provide free legal assistance to low-income households, including immigrant families.
- **Alexander Youth Network** – In Charlotte, attorneys and support staff in recent years have provided free legal services to Alexander Youth Network, a nonprofit organization that treats children who have serious emotional and behavioral challenges.
- **Legal Aid Organizations** – In St. Petersburg and Tallahassee, Fla., attorneys and support staff partner with nonprofit legal aid organizations to provide free legal assistance to low-income clients on matters ranging from family law to domestic violence to bankruptcy and foreclosure.
- **Wills for Seniors** – In Raleigh, N.C., attorneys and support staff partner with a church and a law firm to prepare wills and other documents, including health care powers of attorney and durable powers of attorney, for senior citizens.
- **Small Business Assistance** – In Cincinnati, attorneys and support staff partner with the University of Cincinnati's law school to provide free legal services to small businesses.
- **Criminal Record Expunction** – In Charlotte, N.C., attorneys and support staff partner with the Charlotte Center for Legal Advocacy and a law firm to provide free criminal record expunction petitions for eligible individuals who face difficulty getting jobs or housing due to an arrest on their record from years ago.



With internal programs and a growing list of external recognitions, workplace diversity and inclusion remains a strong asset for Duke Energy.

Cultivating a Diverse and Inclusive Environment

Diversity and inclusion (D&I) is critical as we transform to better serve our customers and local communities. That's why Duke Energy joined a national coalition of business leaders pledging to advance D&I in the workplace.

Launched in June 2017, CEO Action for Diversity & Inclusion™ brings together business leaders committing themselves – and the organizations they lead – to take concrete actions to foster a diverse and inclusive environment.

The CEO Action for Diversity & Inclusion represents nearly 70 industries, all 50 states and millions of employees globally. Organizations joining the pledge commit to taking three initial actions:

1. Cultivate workplaces that support open dialogue on complex, and sometimes difficult, conversations about diversity and inclusion;
2. Implement and expand unconscious bias education; and
3. Share best practices with member companies.

Duke Energy is firmly committed to supporting diversity and inclusion in our workplace and the communities we serve. Recent recognition underscores the progress we're making, including recognition from Human Rights Campaign as a "Best Place to Work for LGBT Equality" and Forbes as one of the "Best Employers for Diversity." Among the D&I programs that Duke Energy offers are:

- A 20-year-old network of Employee Resource Groups representing African-Americans, Hispanics, women, people with disabilities, new employees, veterans and the LGBT community that work to address the needs of employees, communities and customers.
- Diversity Councils that sponsor local D&I education and awareness activities, and support our diverse customers through volunteerism and community outreach.
- An unconscious bias training program that was piloted with 75 leaders in 2016 and expanded to include an additional 477 leaders in 2017.



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