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EMPLOYEES

Develop and Engage Employees and Strengthen Leadership





EMPLOYEES

2018 HIGHLIGHTS

- Achieved a companywide employee engagement score of 68 percent, measured by favorable responses to the employee engagement sample survey.
- Received the 2018 Secretary of Defense Employer Support Freedom Award.
- 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.
- Became the first energy company to sign up for the Historically Black Colleges and Universities Partnership Challenge.

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 employs more than 2,000 military veterans, including engineers and powerline technicians.

A Strong Commitment to Those Who Serve in the Military

Employees who work as a team and can solve problems describes the men and women who serve in the military. It's the main reason that Duke Energy is striving to attract these people to our workforce.

"Duke Energy highly values employees who are military veterans, National Guard members and military reservists," says Lynn Good, company chairman, president and CEO. "We're extremely proud to support the men and women who serve our country, protect our freedom and make our company great.

"They possess training, technical skills and leadership qualities that transfer to business. They excel at working in diverse teams and adapting to new environments and assignments. And, they have a determination to see a job through to the end, no matter what the circumstance."

Duke Energy received the 2018 Secretary of Defense Employer Support Freedom Award – the highest honor given by the U.S. Department of Defense to companies that provide outstanding support to employees who serve in the National Guard and Reserve.

The company was one of only 15 companies to receive the award out of more than 2,300 companies nominated.

Highlights of Duke Energy's commitment to those who serve in the military:

- Duke Energy employs more than 2,000 military veterans – from engineers who operate the company's nuclear power plants to lineworkers who connect customers to the electric grid.
- Duke Energy provides 120 hours (three weeks) of full pay for annual military leave to employees who serve in the National Guard and Reserve. That puts Duke Energy near the top of companies supporting those who serve their country.
- "Together We Stand" – a 450-member, veteran-focused Duke Energy employee resource group – mentors newly hired veterans at the company.
- Duke Energy actively participates in Enable America, a nonprofit group (funded in part by the Duke Energy Foundation) that provides training and job placement assistance to disabled veterans and transitioning service members.

To learn more about how the company helps veterans transition from the military to start a career at Duke Energy, visit duke-energy.com/our-company/careers/military-programs.



| Duke Energy's commitment to diversity and inclusion helps the company attract top talent.

Deepening and Diversifying the Talent Pipeline

Duke Energy's communities, customers and workforce are more diverse today than ever. Diverse employees and leadership are critical assets as the company transforms to better serve customers and communities.

Duke Energy believes that a commitment to diversity and inclusion helps foster innovation and enables us to attract and retain world-class talent.

With that in mind, the company elevated diversity and inclusion to the C-suite and named Joni Davis as chief diversity and inclusion officer. In that role, Davis is focused on building a diverse and inclusive organization that delivers the right products and services to its customers, grows the business and enables people to reach their full potential.

One of the many ways the company aims to diversify its talent pipeline is through deepening relationships with Historically Black Colleges and Universities (HBCUs). In 2018, Duke Energy became the first energy company to sign up for the HBCU Partnership Challenge created by the Bipartisan HBCU Caucus.

Congresswoman Alma S. Adams (D-NC) and Congressman Bradley Byrne (R-AL), co-chairs of the Bipartisan HBCU Caucus, launched the HBCU Partnership Challenge to promote greater engagement and support from private companies with HBCUs.

Duke Energy's wide-ranging support of HBCUs underscores the company's commitment to attract and retain the diverse talent the business needs to successfully serve its customers. For example:

- Through the Duke Energy Foundation, the company has provided more than \$1.5 million to nine HBCUs to support scholarships, academic programs and other initiatives, with a focus on programs aligned with the energy industry's future workforce needs. For instance, the company invested in a five-week bridge program at North Carolina A&T State University to attract and retain high-achieving students in engineering and computer science disciplines.
- In 2018, Duke Energy established the position of HBCU and Diversity Recruiter, which is solely focused on deepening the talent pipeline from HBCUs and other diverse organizations and communities.
- The company participates in career fairs and information sessions and conducts on-campus interviews at several HBCUs across our service footprint, including North Carolina A&T State University, Florida A&M University, Johnson C. Smith University, Wilberforce University and South Carolina State University.

Managing Human Assets with the Future in Mind

To grow as a company, Duke Energy is looking for better ways to manage its assets, including the ones most critical to the company's success: employees. Through both formal training and knowledge transfer, the company continues to invest in and prepare workers to meet industry challenges.



FOCUSING ON EMPLOYEES

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The Duke Energy Leadership Academy offers a variety of learning and development opportunities companywide. The core curriculum offers independent studies and facilitated programs to address the needs of each leadership level. Elective resources are also available to further support specific learning and development needs.

Duke Energy's nuclear fleet is using 3-D printing to train employees. In addition to seeing pictures of breakers and valves, students can touch and study 3-D printed models of the metal components they'll encounter.

Since the models are plastic, they are easy to handle and can be customized to meet the needs of student training. And, the printed models mean real, more expensive components are not needed simply for training.

Nuclear employees are also transferring knowledge in other ways. The company's North American Young Generation in Nuclear (NAYGN) members created a fleetwide program to formally recognize experienced employees who mentor newer teammates.

The program, which has been replicated at nuclear plants nationwide, encourages more experienced employees to help their less-seasoned colleagues gain the valuable knowledge and experience to ensure the nuclear fleet continues operational excellence. Such knowledge transfer leads to error-free work, workload reduction and a more engaged workforce.

As Duke Energy looks to extend the licenses of its nuclear fleet for another 20 years, programs like these ensure valuable operating knowledge and experience are retained and passed on to the next generation of workers.

And, they serve as a model for the rest of the company as Duke Energy evolves to meet the needs and expectations of all customers.

Training the Next Generation of Lineworkers

North Carolina's community colleges are key to creating a skilled workforce and thriving business climate. That's why Duke Energy partners with several of these institutions as it harnesses new technologies and works to innovate and transform the customer experience.

The Carolinas Energy Workforce Consortium estimates the industry will need 1,500 new lineworkers each year for the next five to six years in North Carolina. It's important the company collaborates to develop job-specific training and energy-related curriculums, while helping introduce much needed entry-level talent into the job market.

Duke Energy relies on the expertise of lineworkers to maintain and grow energy infrastructure across the state, not to mention to power North Carolina's economy and communities. As the company works to build an even smarter energy grid that will improve the way Duke Energy serves customers, the need for skilled line technicians will be even greater.

To date, Duke Energy has partnered with 10 community colleges in North Carolina to develop lineworker training programs that blend hands-on learning and classroom instruction to train the next generation of employees.

One of those institutions is Cape Fear Community College, located in Wilmington, North Carolina. With the help of a \$200,000 grant from Duke Energy, the college launched its Power Line Technician Program in June 2018. The program includes a 10-week course to teach students pole climbing and equipment installation as well as commercial driving. This program is graduating roughly 40 new students every class and has projections to reach 150 to 200 graduates annually.



| Rick Burger – Duke Energy’s Rick Burger was honored for his decades of service to Indiana communities.



COMMITTED TO SERVICE

In 2018, Rick Burger was honored with a James B. Duke Award, Duke Energy’s highest employee honor for service to the company and community.

In late 2018, Duke Energy announced it is partnering with the South Carolina Technical College System to invest \$1 million in grants to expand training opportunities for lineworkers across the state. A committee will award grants twice a year with a maximum grant for any program capped at \$200,000. The Carolinas Energy Workforce Consortium is projecting the need for at least 500 lineworker hires every year for the next five years in South Carolina.

With Hands, Heart, Rick Burger Makes Indiana Better

In 2018, Rick Burger was honored with a James B. Duke Award, Duke Energy’s highest employee honor for service to the company and community.

The award honored Burger’s lifetime achievement to the company. In more than four decades with Duke Energy, he has become a household name in west central Indiana. He’s taken the company’s commitment to charitable giving and volunteerism to a high level – helping raise millions of dollars for charities.

During the holiday season, you’ll find Burger dropping off cookies to community leaders as a “thank you.” Or, the government and community relations manager might be helping raise money for a new animal shelter.

Burger’s first job for predecessor company Public Service Indiana was as an agricultural representative – working with farmers on their needs for electricity.

Now, he’s the person local reporters contact when they’re chasing an energy-related story – doing more than 100 interviews a year.

When he learned that the police department in Brazil, Indiana, needed a new station, he helped negotiate the sale of an old Duke Energy office to the city.

In 2018, he helped organize an air show that featured the U.S. Navy Blue Angels, Air Force’s F-22 Raptor and Tora! Tora! Tora! The event drew 60,000 people and had a major economic impact on the community.

When someone asks Burger how he’s doing, he hands out a business card with a simple message: “Working for the people and living the dream.”