

# WORKFORCE PERFORMANCE METRICS

## Workforce Statistics

	12/31/16	12/31/17	12/31/18
Full- and part-time employees	28,790	29,143	<b>29,923</b>
Collective bargaining unit members as percent of workforce	19.1%	18.8%	<b>18.1%</b>

## Workforce Demographics

	12/31/16	12/31/17	12/31/18
Ethnic diversity as percent of workforce <sup>1</sup>			
■ White	83.3%	82.2%	<b>80.4%</b>
■ Black/African American	11.8%	12.0%	<b>11.9%</b>
■ Hispanic/Latino	2.7%	1.7%	<b>2.3%</b>
■ Asian	1.5%	1.5%	<b>1.6%</b>
■ American Indian/Alaska Native	0.6%	0.6%	<b>0.6%</b>
■ Native Hawaiian/Other Pacific Islander	0.1%	0.1%	<b>0.1%</b>
■ Not specified	0.0%	0.0%	<b>1.8%</b>
■ Two or more races (not Hispanic or Latino)	—	1.9%	<b>1.4%</b>
Females/minorities as percent of workforce/management			
■ Females as percent of workforce	22.8%	23.1%	<b>23.3%</b>
■ Females as percent of management	17.6%	18.0%	<b>18.8%</b>
■ Minorities as percent of workforce	16.7%	17.7%	<b>18.1%</b>
■ Minorities as percent of management	11.1%	11.5%	<b>11.9%</b>

## Employee Turnover Summary

	2016	2017	2018
Turnover as percent of workforce	9.6%	8.1%	<b>8.0%</b>
Percentage of employees eligible to retire in five years <sup>2</sup>	45%	45%	<b>42%</b>
Percentage of employees eligible to retire in 10 years <sup>2</sup>	57%	57%	<b>54%</b>

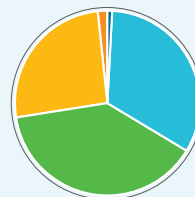
1 Totals may not add up exactly because of rounding.

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

## A Multigenerational Workforce

Younger generations are becoming a larger part of our workforce, and assuming more responsibility at Duke Energy. As our workforce evolves, we work hard to assure that we are qualified, skilled, engaged and enabled to grow Duke Energy's evolving business.

## Five Generations of Duke Energy Employees\*



- 0.1%** Traditionalists (born before 1946)
- 33%** Baby boomers (born 1946-1964)
- 39%** Generation X (born 1965-1981)
- 26%** Millennials (born 1982-1995)
- 1%** Generation Z (born after 1995)

\* Totals do not add up exactly because of rounding.