

Workforce Performance Metrics

Workforce Statistics

	12/31/17	12/31/18	12/31/19
Full- and part-time employees	29,143	29,923	28,649
Collective bargaining unit members as percent of workforce	18.8%	18.1%	18.8%

Workforce Demographics

	12/31/17	12/31/18	12/31/19
Ethnic diversity as percent of workforce ¹			
■ White	82.2%	80.4%	81.1%
■ Black/African American	12.0%	11.9%	12.3%
■ Hispanic/Latino	1.7%	2.3%	2.6%
■ Asian	1.5%	1.6%	1.8%
■ American Indian/Alaska Native	0.6%	0.6%	0.6%
■ Native Hawaiian/Other Pacific Islander	0.1%	0.1%	0.1%
■ Not specified	0.0%	1.8%	0.2%
■ Two or more races (not Hispanic or Latino)	1.9%	1.4%	1.4%
Females/minorities as percent of workforce/management			
■ Females as percent of workforce	23.1%	23.3%	23.7%
■ Females as percent of management	18.0%	18.8%	19.4%
■ Minorities as percent of workforce	17.7%	18.1%	18.8%
■ Minorities as percent of management	11.5%	11.9%	12.3%

Employee Turnover Summary

	2017	2018	2019
Turnover as percent of workforce	8.1%	8.0%	12%
Percentage of employees eligible to retire in five years ²	45%	42%	41%
Percentage of employees eligible to retire in 10 years ²	57%	54%	52%

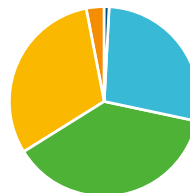
1 Totals may not add up exactly because of rounding.

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

A Multigenerational Workforce

Gen X, millennial and Gen Z workers collectively represent about 72 percent of Duke Energy's workforce. Traditionalists and baby boomers comprise about 28 percent. The company highly values every employee from every generation, every background and every way of life. Duke Energy workers' diverse skills, deep knowledge and broad experience ensure that customers' energy needs are reliably met, around the clock.

Five Generations of Duke Energy Employees*



- 0.1%** Traditionalists (born before 1946)
- 28%** Baby boomers (born 1946-1964)
- 38%** Generation X (born 1965-1981)
- 31%** Millennials (born 1982-1995)
- 3%** Generation Z (born after 1995)

* Percentages don't total 100% due to rounding.