
Equal Employment Opportunity and Affirmative Action Policy Statement

Statement of Purpose and Philosophy

This policy establishes Duke Energy's commitment to Equal Employment Opportunity and Affirmative Action and to meeting both the spirit and the letter of the law. This policy also supports Duke Energy's philosophy of creating and maintaining an inclusive work environment where the contributions of every individual are recognized, and all people are valued, respected and are provided with opportunities that allow them to reach their full potential.

Policy Expectations

Duke Energy is an equal opportunity employer and does not discriminate against any employee or applicant for employment because of race, color, sex, pregnancy, religion, national origin, ancestry, ethnicity, citizenship, sexual orientation, gender identity, gender expression, age, marital status, physical or mental disability, genetic information, medical condition, military status, or protected veteran status. Duke Energy complies with all applicable state, federal and local laws, regulations and ordinances prohibiting discrimination in places where Duke Energy operates.

This policy prohibits discrimination in recruiting, hiring, transfers, promotions, terminations, compensation and benefits, and all other aspects of employment, and requires reasonable accommodations to be provided as appropriate due to religion, disability, pregnancy, and related protected status. This policy also prohibits retaliation against employees who raise concerns of discrimination or request reasonable accommodations under the Company's Open Door Policy.

Duke Energy is committed to taking affirmative steps to promote the employment and advancement of minorities, women, persons with disabilities and covered veterans. Duke Energy has established and maintains Affirmative Action Programs to support the Company's commitment to equal employment opportunity, consistent with this policy and our obligations as a contractor to the United States government.

Roles and Responsibilities

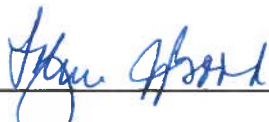
Melissa Anderson, Senior Vice President & Chief Human Resources Officer, is designated as the Company's Equal Employment Opportunity Officer. Mrs. Anderson will receive and take action on reports regarding Equal Employment Opportunity and Affirmative Action Programs.

Management is responsible for ensuring compliance with this policy and supporting the Company's equal employment opportunity and Affirmative Action Programs.

The Employee and Labor Relations Center of Expertise is responsible for ensuring corporate-wide effectiveness of the Duke Energy Equal Employment Opportunity and Affirmative Action Policy, the Affirmative Action Programs, and reporting on progress regarding those efforts.

Inquiries related to Affirmative Action and Equal Employment Opportunity should first be directed to your local Human Resources Business Partner. Inquiries of a corporate nature should be directed to Stan Sherrill, Vice President Employee and Labor Relations.

Duke Energy maintains an Affirmative Action Program for minorities and females as well as qualified protected veterans and the disabled. These programs are available for review during office hours by contacting your local Human Resources Business Partner.



Lynn J. Good, Chairman, President and CEO