

EXHIBIT E

**DUKE ENERGY 2010 Voluntary Opportunity Plan Highlights
(PN: 566)**

The Voluntary Window under the Duke Energy 2010 Voluntary Opportunity Plan will be open from February 3, 2010 to February 24, 2010; provided, however, that the window will remain open until March 31, 2010 for those impacted by the Midwest Office Consolidation.

Voluntary Opportunity Plan Benefits

Benefits available to eligible employees under the Voluntary Opportunity Plan include a lump sum payment, certain continued health benefits, and outplacement assistance.

The lump sum payment is calculated as follows:

- One week of annual base pay plus one week of target STI for each year of service from 1-9 (full and partial years); plus
- Two weeks of annual base pay plus two weeks of target STI for each year of service in excess of 9 (full and partial years); plus
- One week of annual base pay plus one week of target STI for each full and partial \$10,000 of annual base pay plus target STI.
- Annual base pay and target STI as of 12/31/09 will be utilized to calculate the lump sum payment.
- The above amount will be enhanced by a percentage that varies based on years of service (whole years of service only), as follows:

<u>Years</u>	<u>Percentage</u>
< 10 Years	0%
≥ 10 years to < 20	5%
≥ 20 years	10%

Employees with less than five (5) years of service as of February 3, 2010, will not be eligible to participate in the Voluntary Opportunity Plan unless they are in positions impacted by the Midwest Office Consolidation. Plan benefit payment cannot exceed two times prior year's annual compensation.

There is a minimum 12-week benefit for employees impacted by the Midwest Office Consolidation.

Additional Benefits

- Continued Health Coverage - Provide 6 months continued medical/dental coverage via payment of COBRA premiums or retiree medical (if applicable).
- Outplacement Assistance - The Company will provide outplacement assistance through a vendor selected by the Company.

Opportunity to "grow into" the Rule of 85 benefit for Eligible Employees who separate from service after age 50 and who participate in the Cinergy Corp. Non-Union Employees' Pension Plan.

IMPORTANT: *If there is a discrepancy between the information in this summary or any other communication about the plan and the applicable plan documents, the plan documents shall govern. Duke Energy retains the right to amend, modify or terminate its benefit plans in any respect and at any time, and neither its benefit plans nor any individual's plan participation shall be considered a contract for future employment.*