

---

**From:** Zahn, Aaron F. - Managing Director/CEO <zahnaf@jea.com>  
**Sent:** Wednesday, April 10, 2019 4:35 AM  
**To:** Vinyard, Herschel T. - Chief Administrative Officer  
**Subject:** Fwd: LTIP

FYI - for you conversations w pilsbury.

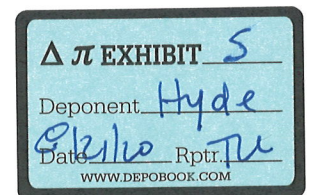
Aaron F. Zahn  
JEA  
Managing Director & Chief Executive Officer  
[zahnaf@jea.com](mailto:zahnaf@jea.com)  
(312) 286-1040

Begin forwarded message:

**From:** "Wannemacher, Ryan F. - Chief Financial Officer" <[wannrf@jea.com](mailto:wannrf@jea.com)>  
**Date:** April 10, 2019 at 3:47:15 AM EDT  
**To:** "Zahn, Aaron F. - Managing Director/CEO" <[zahnaf@jea.com](mailto:zahnaf@jea.com)>  
**Subject:** LTIP

Per our conversation, here is the spreadsheet I have been playing around with.  
Based on the latest due diligence, I think we are trending toward a structure closer to the first tab than the second.  
Thanks,  
Ryan

Ryan Wannemacher  
Chief Financial Officer  
Direct: (904) 665-7223



**EXHIBIT 5**

Based on 2016-2018 Book Value  
Combined

Year	FY Beginning 2017	FY Beginning 2018	FY Beginning 2019
Cumulative units outstanding	841,422	1,601,432.01	2,327,303
Target Pool	\$ 10,000,000	\$ 10,000,000	\$ 10,000,000

Value based on book value			
Performance Unit Value	\$ 11.88	\$ 13.16	\$ 13.78
Book Value	2,376,928,000	2,631,545,000	2,755,310,000
Total Performance Units	200,000,000	200,000,000	200,000,000
City Contribution	129,187,000	115,823,000	116,620,000
Distribution based on City Contribution	103,349,600	92,658,400	93,296,000
Distribution per share	\$ 0.52	\$ 0.46	\$ 0.47

Dividend per share is a % of the city

0.00000040%

Total Distributions per share	\$ 0.52	\$ 0.46	\$ 0.47
Yield per share	4.35%	3.52%	3.39%
Share Value	\$ 11.88	\$ 13.16	\$ 13.78

Example of a \$10,000 annual grants

Initial award	\$ 10,000	\$ 10,000	\$ 10,000
Shares granted	841	760	726
Total Holdings	841	1,601	2,327
Annual cash distributions	\$ 435	\$ 742	\$ 1,086
Value of holdings	10,000	21,071	32,062
Total Value of Grants	\$ 10,000	\$ 20,000	\$ 30,000
Total Value Received	\$ 10,435	\$ 22,248	\$ 34,325
Total Pre-tax Return	4.35%	11.24%	14.42%
Annual CAGR Calcs	4.35%	5.47%	4.59%