



OFFICE OF THE CITY COUNCIL

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May 10, 2018

Mr. G. Alan Howard, Esq.
Chairman of the Board
JEA
21 West Church Street
Jacksonville, Florida 32202

Dear Chairman Howard:

I have received numerous inquiries regarding the selection of Mr. Aaron Zahn as Interim CEO of JEA, particularly regarding: the haste with which he was selected, the lack of discussion amongst the Board members regarding his selection, the lack of experience he possesses in the utility industry, and the issues that have surfaced regarding Mr. Zahn's prior business dealings.

I am hoping you might answer some questions to bring clarity and transparency to the Interim CEO selection process that will enable me to understand, as well as assist in responding to the inquiries I am fielding on a daily basis. Those questions are:

1. Does JEA have a documented CEO selection process and/or documented CEO qualifications?
2. Are there standard operating procedures regarding employee screening practices at JEA?
3. Between Mr. Zahn's resignation from the Board on Friday, April 13, 2018 and his selection as Interim CEO on Tuesday, April 17, 2018, what employee screening activities did JEA conduct?
4. Were any employee screening activities for Mr. Zahn conducted before Friday, April 13, 2018?
5. Is there any documentation of the meetings between Mr. Aaron Zahn and the JEA Board members between Friday, April 13, 2018 and his selection as Interim CEO on Tuesday, April 17, 2018?
6. Were you made aware of Mr. Zahn's intention to resign and/or seek the interim CEO role by anyone prior to Friday, April 13, 2018? If so, by whom and when?
7. Since naming Mr. Zahn as JEA's Interim CEO, what employee screening activities has JEA conducted?
8. Was Mr. Zahn subjected to a background check?
9. What other vetting or verification procedures did JEA employ to evaluate the accuracy of Mr. Zahn's resume?
10. What reference checks did JEA make regarding Mr. Zahn?

I thank you for your consideration of this request and I look forward to your assistance.

Sincerely,

Anna Lopez Brosche

cc: Honorable John R. Crescimbeni
Chairman, Special Committee on the Future of JEA