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**From:** Wannemacher, Ryan F. - Chief Financial Officer <wannrf@jea.com>  
**Sent:** Tuesday, November 13, 2018 1:03 PM  
**To:** Maillis, Patricia L. - Director, Employee Services  
**Subject:** Re: Follow-Up Re Incentive Plan Design

Let's discuss. I will try to give you a ring this afternoon

Thanks  
Ryan

Sent from my iPhone

On Nov 13, 2018, at 12:35 PM, Maillis, Patricia L. - Director, Employee Services <[mailpl@jea.com](mailto:mailpl@jea.com)> wrote:

Ryan,

Also, I am going to present a few options to Angie to include:

FY19 Retain current P4P plan; update with new corp metrics; retain corporate and individual performance pieces; modify payout opportunities to more closely align with market for STI plans  
FY19 Modify current P4P plan; update with new corp metrics; remove appointed individual piece; modify payout to be more closely aligned with market  
FY19 Add a profit sharing plan, but need profitability target (and need to factor the above payout as well)

I don't think that an LTI plan can be pulled together in a timely manner for rollout in FY19. I think we need to work on this through Q1-Q3 and have ready for communication with new goals for FY 2020.

Pat

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**From:** Maillis, Patricia L. - Director, Employee Services  
**Sent:** Tuesday, November 13, 2018 11:37 AM  
**To:** Wannemacher, Ryan F. - Chief Financial Officer <[wannrf@jea.com](mailto:wannrf@jea.com)>  
**Subject:** Follow-Up Re Incentive Plan Design

Hi Ryan,

Thanks for taking the time Friday to discuss the various ways we can incent employees to support our new strategies.

In order for HR to begin development of alternative reward strategies, we would need to consider a budget that might be in mind and the profitability metrics we might consider.

If you can give me some insight into some draft options, I can include these into a model.