
From: Maillis, Patricia L. - Director, Employee Services <mailpl@jea.com>
Sent: Wednesday, January 2, 2019 5:29 PM
To: Hiers, Angelia R. - VP & Chief Human Resources Officer
Subject: FW: Please send this to Andrea

FYI. I have sent the meeting invitation and Andrea has also indicated that she will send us her summary from our conversation earlier today.

pat

From: Deeb, Andrea (Atlanta) <andrea.deeb@willistowerswatson.com>
Sent: Wednesday, January 2, 2019 5:23 PM
To: Maillis, Patricia L. - Director, Employee Services <mailpl@jea.com>
Cc: Wathen, David (Atlanta) <david.wathen@willistowerswatson.com>
Subject: RE: Please send this to Andrea

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Hi Pat,

We would be happy to explore this opportunity further with you. By way of this e-mail I would like to introduce you to David Wathen, who is a senior Exec Compensation Consultant, with specific experience in utility industry executive compensation. As we discussed this a.m., there is not much precedent for LTI plans in public power organizations, but David has some experience with them and is most qualified to lead this work.

We would need additional conversation before we can develop a Scope of Work to support this project. Will you be sending out the invitation for our Friday afternoon call? If so, please include David in hopes that he can join. If that time doesn't work for him, we'll look for other options to talk through the project approach.

Best,
Andrea

From: Maillis, Patricia L. - Director, Employee Services [<mailto:mailpl@jea.com>]
Sent: Wednesday, January 02, 2019 3:00 PM
To: Deeb, Andrea (Atlanta) <andrea.deeb@willistowerswatson.com>
Subject: FW: Please send this to Andrea
Importance: High

Andrea,

Please see the below from Angie Hiers.

From: Hiers, Angelia R. - VP & Chief Human Resources Officer
Sent: Wednesday, January 2, 2019 2:35 PM
To: Maillis, Patricia L. - Director, Employee Services <mailpl@jea.com>

Subject: Please send this to Andrea

Importance: High

Pat,

Would you please send the following to Andrea and /or communicate this to her?

Thank you so much for your information today. We would like to engage you to continue work with us on the presented plan. If you would, could you present us with a scope of engagement to implement a plan such as you and Pat discussed? We would like for you and/or your team to present at our Board meeting on 3/26 the findings and recommendations in conjunction with our Compensation Committee.

I look forward to our next discussion.

Angie

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