

From: Maillis, Patricia L. - Director, Employee Services
To: andrea.deeb@willistowerswatson.com; Wathen, David (Atlanta)
Subject: FW: SUPER URGENT
Date: Monday, January 7, 2019 11:51:20 AM

Andrea/David,

See Angie's request below. Please assist us with this. I can be available to talk this afternoon.

Pat

From: Hiers, Angelia R. - VP & Chief Human Resources Officer
Sent: Monday, January 7, 2019 11:23 AM
To: Maillis, Patricia L. - Director, Employee Services <mailpl@jea.com>
Subject: SUPER URGENT

Pat,

Will you please contact Towers Watson and ask them if they would provide by the beginning of the workday tomorrow, a short scenario (SCOPE) of the possible engagement with us. It does not need to include price as of yet. In other words, what they will do for us. It doesn't need to be the final, just what they think will be involved as we start the project. **We need to give this to our Compensation Chair tomorrow.**

It should include the following:

1. Towers will assist with design of a STI and Long Term Incentive structure that will incent employees to perform their best work in accordance with our culture values and guiding principles.
2. The incentive plan will be connected to metrics as set forth by the company's strategic plan.

Call me if you need to.

JEA0497