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**From:** Wathen, David (Atlanta) <david.wathen@willistowerswatson.com>  
**Sent:** Wednesday, February 13, 2019 8:53 AM  
**To:** Maillis, Patricia L. - Director, Employee Services; Deeb, Andrea (Atlanta)  
**Cc:** Hwang, Paul (Atlanta); Meng, Patrick (Atlanta)  
**Subject:** RE: Compensation Committee Meetings and Board Meetings

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Pat:

Thanks for the updated meeting dates.

Given the additional analysis requested yesterday (CEO pricing, review appointed and non-appointed roles), we are going to need more time to complete the review of the market data and in turn develop competitive LTI values that go with the LTI design options. Can we target the middle of March for the initial review? This would still allow ample time to review with you and Angie and then with Aaron, whereby we can make edits based on your feedback before presenting at the April meetings.

Thanks for your consideration.

David

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**From:** Maillis, Patricia L. - Director, Employee Services [mailto:mailpl@jea.com]  
**Sent:** Tuesday, February 12, 2019 5:42 PM  
**To:** Wathen, David (Atlanta) ; Deeb, Andrea (Atlanta)  
**Subject:** FW: Compensation Committee Meetings and Board Meetings

Please see below. We will still want to stay on our design schedule to allow time to meet with Aaron prior to these meetings.

I will be sending you the meeting notifications.

Pat

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**From:** Hiers, Angelia R. - VP & Chief Human Resources Officer <hierar@jea.com>  
**Sent:** Tuesday, February 12, 2019 4:27 PM  
**To:** Maillis, Patricia L. - Director, Employee Services <mailpl@jea.com>; Strackbine, Scott I. <strasi@jea.com>  
**Subject:** Compensation Committee Meetings and Board Meetings

The first Compensation committee meeting is scheduled April 16th and the second one is May 21st. Aaron would like for TWW to be here for April and May's Compensation Committee and April and May's Board meeting. The board meeting dates are April 23 and May 28. We still need to have the comp info ready for a cursory review the 1<sup>st</sup> week of March.

Call me with any questions.

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