

From: [Maillis, Patricia L. - Director, Employee Services](#)
To: ["Scheetz, Michael"](#)
Cc: ["DiGrande, Silvio \(sdigrande@massmutual.com\)"](#)
Subject: RE: Discussion re Administration of a new JEA Performance Unit Plan
Date: Wednesday, October 23, 2019 3:33:54 PM

Would Silvio be able to participate in a call tomorrow at 10:00 with Jon and I?

Otherwise, Monday and Tuesday, Jon was off, but he can call in. Any availability Monday or Tuesday?

From: Scheetz, Michael <mscheetz@massmutual.com>
Sent: Wednesday, October 23, 2019 3:06 PM
To: Maillis, Patricia L. - Director, Employee Services <mailpl@jea.com>
Subject: RE: Discussion re Administration of a new JEA Performance Unit Plan

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Pat:

This is to confirm receipt of your e-mail. Currently traveling on business in Louisiana on client meetings and benefit fairs. In regards to the times you proposed I will be in the air tomorrow and on Friday I have grandparent duties with the grandkids and have the day off.

I have forwarded your e-mail onto Silvio so that we can get your inquiry into the que with our internal consulting group for comment on what JEA is looking to accomplish.

I will try to give you a buzz when I get another break this afternoon.

Regards,

Michael M. Scheetz
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From: Maillis, Patricia L. - Director, Employee Services <mailpl@jea.com>
Sent: Wednesday, October 23, 2019 1:04 PM
To: Scheetz, Michael <mscheetz@massmutual.com>
Subject: [EXTERNAL]Discussion re Administration of a new JEA Performance Unit Plan

Hi Mike,

Left you a voice mail regarding this. Would like to schedule a call with you and possibly the team within Mass Mutual that can administer a performance unit plan. JEA is getting ready to have an open enrollment period for a long-term incentive plan being offered to all employees of JEA. Employees will be able to elect during an enrollment period a number of units. The units are valued at purchase at \$10.00 per unit. The purchase will be over a few pay periods in 2020.

Would like to talk to Mass Mutual about the administration of a plan of this nature and if they have the capability. The units may not be invested. The value and growth of the units are based on financial performance factors of JEA. So I am envisioning that JEA Finance would have to provide information on a quarterly basis to show the increase or decrease in value. The election is irrevocable and there is risk of forfeiture if the employee leaves before the units vest.

Jon Kendrick and I are very eager to talk about the plan and would like to see if you may be available tomorrow morning. Both of us are available from 10:00 – 11:00 AM or Friday after 3:00 PM.

Pat Maillis

Director, Employee Services
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