

From: [Zahn, Aaron F. - Managing Director/CEO](#)
To: [Eads, Shawn W. - VP & Chief Information Officer](#)
Subject: Re: Random Thought
Date: Friday, November 22, 2019 7:26:56 AM

Shawn

Thanks for the thought. We were already working on modifying the plan to incorporate a cap. The media doesn't care about the facts. In the end, JEA is government and the concept of incentivizing employee performance is adverse to most peoples perspective regarding government workers. We were trying to find a way to drive long term value for the community by incentivizing employees to increase JEAs value. It doesn't appear that our community is ready for that concept.

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> On Nov 22, 2019, at 5:47 AM, Eads, Shawn W. - VP & Chief Information Officer <eadssw@jea.com> wrote:
>
> Aaron,
>
> Thinking this morning over coffee and I wonder if the concept of long term incentive is just missing one piece and that is a cap. At GEA we had long term incentive that could pay out more than a target but it couldn't be unlimited. Is there a way to institute a ceiling? Was thinking if we could come up with a solution maybe in Dec the board could modify the system but not eliminate it. Maybe that shows the board believes in the concept and changed a "hole" in the first version.
>
> We still may want to delay implementation until 2021 but it shows a progressive, pro employee stance.
>
> I'm a rookie at the politics but I'm always thinking of ways to figure it out.
>
> Shawn
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> Sent from my iPhone