
From: Maillis, Patricia L. - Director, Employee Services <mailpl@jea.com>
Sent: Tuesday, November 6, 2018 5:44 PM
To: Strackbine, Scott I.
Subject: Incentive Plan Redesign and Long Term Incentives

Hi Scott,

I will be meeting with Angie on Thursday to begin discussions regarding ideas around an updated incentive plan that is aligned to earnings and there has been some discussion about an exec plan, e.g., an LTIP.

I am very interested in any thoughts you may have around re-design of the Plan. I am not looking for any modeling, just your thoughts on the design structure.

I need these no later than early Thursday. Thanks.

Pat