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To: [\(Mgmt - JEA Senior Leadership Team \(SLT\)](#)
Cc: [\(Mgmt - JEA Executive Assistants*\)](#)
Subject: Compensation Committee Presentation
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Attachments: [2019-1-3 Compensation presentation - v16.pdf](#)

Team,

At today's Compensation Committee meeting, Aaron introduced a new total compensation philosophy that better aligns our organization's financial incentives to the four measures of value: Customer, Financial, Community Impact, and Environmental. We also discussed a program under design called "5 to 5" that will reward employees for bringing forward and executing on ideas – essentially a way to kick-start our culture changes around innovation. His contract was temporarily extended so that he can lead in the most powerful way: by making his own contract and compensation reflect the exact same incentive program that all employees will participate in.

The presentation from today's meeting is attached and includes an expected timeline for the total compensation philosophy. This presentation will be shared at the next Management Meeting as well.

Melissa

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