

**From:** [Nunziato, Christine T. - Procurement Category Manager](#)  
**To:** [McCollum, Jenny G. - Dir Procurement Services](#)  
**Cc:** [Selders, Elaine L.](#)  
**Bcc:** [Nunziato, Christine T. - Procurement Category Manager](#)  
**Subject:** FW: WTW - Additional Out of Scope Services  
**Date:** Tuesday, May 14, 2019 7:37:39 AM  
**Attachments:** [ATT00001.htm](#)  
[ATT00002.htm](#)  
[ATT00003.htm](#)  
[ATT00004.htm](#)  
[ATT00005.htm](#)  
[ATT00006.htm](#)  
[ATT00007.htm](#)  
[ATT00008.htm](#)  
[ATT00009.htm](#)  
[ATT00010.htm](#)  
[ATT00011.htm](#)  
[ATT00012.htm](#)  
[FW WTW Updated Analysis.msg](#)  
[ATT00013.htm](#)

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Hi Jenny. Is this acceptable to move this back in to awards for this week or would you like to defer?  
Pat sent me the same information. Thanks.

**Chrissy Nunziato**

Procurement Category Manager  
(904) 665-8678 Office  
(518) 421-3183 Cell



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**From:** Maillis, Patricia L. - Director, Employee Services <[mailpl@jea.com](mailto:mailpl@jea.com)>  
**Sent:** Monday, May 13, 2019 10:32 PM  
**To:** Nunziato, Christine T. - Procurement Category Manager <[nunzct@jea.com](mailto:nunzct@jea.com)>  
**Subject:** Fwd: WTW - Additional Out of Scope Services

Sent from my iPhone

Begin forwarded message:

**From:** "Wathen, David (Atlanta)" <[david.wathen@willistowerswatson.com](mailto:david.wathen@willistowerswatson.com)>  
**Date:** May 13, 2019 at 4:09:29 PM EDT  
**To:** "Nunziato, Christine T. - Procurement Category Manager" <[nunzct@jea.com](mailto:nunzct@jea.com)>  
**Cc:** "Selders, Elaine L." <[seldel@jea.com](mailto:seldel@jea.com)>, "McCollum, Jenny G. - Dir Procurement Services" <[gleejs@jea.com](mailto:gleejs@jea.com)>, "Maillis, Patricia L. - Director, Employee Services" <[mailpl@jea.com](mailto:mailpl@jea.com)>, "Deeb, Andrea (Atlanta)" <[andrea.deeb@willistowerswatson.com](mailto:andrea.deeb@willistowerswatson.com)>  
**Subject:** RE: WTW - Additional Out of Scope Services

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

Christine:

The Competitive market analysis fees of \$25K-\$30K were focused on the compensation benchmarking review of the CEO, 13 Chief positions, and Appointed positions. The work was approved by Angie based on the attached email exchange with my colleague, Andrea Deeb. Please let me know if this provides what you need or if you have any questions.

Thanks.

David

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**From:** Nunziato, Christine T. - Procurement Category Manager

[mailto:nunzct@jea.com]

**Sent:** Monday, May 13, 2019 3:49 PM

**To:** Wathen, David (Atlanta) <david.wathen@willistowerswatson.com>

**Cc:** Selders, Elaine L. <seldel@jea.com>; McCollum, Jenny G. - Dir Procurement Services <gleejs@jea.com>; Nunziato, Christine T. - Procurement Category Manager <nunzct@jea.com>

**Subject:** FW: WTW - Additional Out of Scope Services

Hi David. I left you a message about the Competitive Market Analysis of Long-Term Incentive Plan Designs. We were able to tie all of the charges back to the attachments with the exception of this one:

- **Competitive market analysis review:** \$20,000 - \$25,000

The second bullet referencing \$20-25K is described under the Long-Term Incentive Plan Design Review on page 2 but there is no fee referencing the \$20-25K total. We need this supporting documentation to attach for budget committee review and for the awards committee. Do you happen to have something with these specific fees or can you please provide it? Thank you.

- Incentive plan review project: \$33,000 - \$38,000
  - **Competitive market analysis review:** \$20,000 - \$25,000
  - First out of scope fee amendment (dated March 8, 2019): \$19,000
  - Second out of scope fee amendment (dated April 22, 2019): \$30,000 - \$40,000
- Total Fees \$102,000 - \$122,000

**Chrissy Nunziato**

Procurement Category Manager

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