

From: "Rhode, Lynne C. (City of Jacksonville)" <rhodlc@jea.com>

Sent: Monday, December 9, 2019, 3:56 PM

To: "Luster, Jill R. - Executive Staff Assistant" <lustjr@jea.com>

Subject: Fwd: Discussion re Administration of a new JEA Performance Unit Plan 61373

Attachments: image003.jpg; ATT00001.htm; JEA - Long-Term Performance Unit Plan AS REVISED (FINAL).pdf; ATT00002.htm; JEA - Form of Long-Term Performance Unit Agreement AS REVISED (FINAL).pdf; ATT00003.htm

Begin forwarded message:

From: "Kendrick, Jonathan A. - VP & Chief Human Resources Officer" <kendja@jea.com>

Date: December 9, 2019 at 10:31:23 AM EST

To: "Rhode, Lynne C. (City of Jacksonville)" <rhodlc@jea.com>

Subject: FW: Discussion re Administration of a new JEA Performance Unit Plan 61373

Lynne,

This was initial correspondence to Mass Mutual to discuss administration of the PUP's. Pat sat in on a call that I wasn't able to make, but it never proceeded as the decision was made to suspend the program. I'll send a few more emails.

Thanks.

Jon

From: Kendrick, Jonathan A. - VP & Chief Human Resources Officer

Sent: Friday, October 25, 2019 12:19 PM

To: 'DiGrande, Silvio' <sdigrande@massmutual.com>; Maillis, Patricia L. - Director, Employee Services <mailpl@jea.com>; Scheetz, Michael <mscheetz@massmutual.com>

Subject: RE: Discussion re Administration of a new JEA Performance Unit Plan 61373

Hi Silvio,

I've attached the documents relating to the plan. Looking forward to the call.

Thanks.

Jon

JEA0124

Jon Kendrick
Vice President & Chief Human Resources Officer
Direct: (904) 665-4747
Mobile: (904) 466-8517

From: DiGrande, Silvio <sdigrande@massmutual.com>
Sent: Friday, October 25, 2019 9:42 AM
To: Mailis, Patricia L. - Director, Employee Services <mailpl@jea.com>; Scheetz, Michael <mscheetz@massmutual.com>
Cc: Kendrick, Jonathan A. - VP & Chief Human Resources Officer <kendja@jea.com>
Subject: RE: Discussion re Administration of a new JEA Performance Unit Plan 61373

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Hi Pat,

Our Retirement Advisory Services dept. just reached out to me. It does not look like they will have someone available for the call on Monday. Think this may need to be moved to Tuesday. In the meantime they are requesting a copy of the Long Term Incentive Plan Document so they can review it before the call.

Thank you,

Silvio

From: Mailis, Patricia L. - Director, Employee Services <mailpl@jea.com>
Sent: Thursday, October 24, 2019 10:53 AM
To: Scheetz, Michael <mscheetz@massmutual.com>
Cc: DiGrande, Silvio <sdigrande@massmutual.com>; Kendrick, Jonathan A. - VP & Chief Human Resources Officer <kendja@jea.com>
Subject: [EXTERNAL]RE: Discussion re Administration of a new JEA Performance Unit Plan 61373

Let's go with 10:00 AM Monday. I'll send out a meeting invite with a conference number.

From: Scheetz, Michael <mscheetz@massmutual.com>
Sent: Thursday, October 24, 2019 9:09 AM
To: Mailis, Patricia L. - Director, Employee Services <mailpl@jea.com>; DiGrande, Silvio <sdigrande@massmutual.com>
Subject: RE: Discussion re Administration of a new JEA Performance Unit Plan 61373

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Pat:

JEA0126

I am available on Monday from 10:00 to 1:00 and Tuesday I am available all day.

Michael M. Scheetz

Client Engagement Manager | Government Markets

Workplace Solutions

MassMutual

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1-800-841-0100

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From: Maillis, Patricia L. - Director, Employee Services <mailpl@jea.com>
Sent: Thursday, October 24, 2019 7:52 AM
To: DiGrande, Silvio <sdigrande@massmutual.com>
Cc: Scheetz, Michael <mscheetz@massmutual.com>
Subject: [EXTERNAL]Re: Discussion re Administration of a new JEA Performance Unit Plan 61373

Mike, let me know some times on either day that are good.

Pat

Sent from my iPhone

On Oct 23, 2019, at 4:05 PM, DiGrande, Silvio <sdigrande@massmutual.com> wrote:

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Hi Pat,

We are looking into seeing if there is a retirement advisory specialist that can be on the call. If we can find someone, I can try to be on the call with them. I think it may be best to try to schedule something Monday or Tuesday when Mike may be able to join.

Silvio

From: Maillis, Patricia L. - Director, Employee Services <mailpl@jea.com>
Sent: Wednesday, October 23, 2019 3:34 PM
To: Scheetz, Michael <mscheetz@massmutual.com>
Cc: DiGrande, Silvio <sdigrande@massmutual.com>
Subject: [EXTERNAL]RE: Discussion re Administration of a new JEA Performance Unit Plan

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 <maillp@jea.com>
Subject: RE: Discussion re Administration of a new JEA Performance Unit Plan

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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

Client Engagement Manager | Government Markets

Workplace Solutions

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100 Bright Meadow Boulevard | Enfield, CT 06082

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From: Maillis, Patricia L. - Director, Employee Services <maillp@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

JEA0128

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

Direct: (904-665-4132)

Cell : (904-703-3453)

<image007.jpg> <image009.jpg> <image011.jpg> <image013.jpg> <image015.jpg>

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JEA0129

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