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**Luster, Jill R. - Executive Staff Assistant**

**From:** Rhode, Lynne C. (City of Jacksonville)  
**Sent:** Monday, December 9, 2019 3:57 PM  
**To:** Luster, Jill R. - Executive Staff Assistant  
**Subject:** Fwd: JEA - Performance Unit Plan - Enrollment Material

Begin forwarded message:

**From:** "Kendrick, Jonathan A. - VP & Chief Human Resources Officer" <kendja@jea.com>  
**Date:** December 9, 2019 at 10:31:42 AM EST  
**To:** "Rhode, Lynne C. (City of Jacksonville)" <rhodlc@jea.com>  
**Subject:** FW: JEA - Performance Unit Plan - Enrollment Material

FYI

**From:** Maillis, Patricia L. - Director, Employee Services <mailpl@jea.com>  
**Sent:** Monday, November 4, 2019 3:25 PM  
**To:** Kendrick, Jonathan A. - VP & Chief Human Resources Officer <kendja@jea.com>  
**Subject:** FW: JEA - Performance Unit Plan - Enrollment Material  
**Importance:** High

Jon,

See below. Mass Mutual cannot pull this off in 4-6 weeks.

*Is this why the Plan was going to be postponed?  
Again in email came out 11/12/19*

Would you still like for us to proceed to the plan for administration as discussed last week with Mass Mutual RetireSmart online access as go-live in March 2020? We will commence work with them now and if we can start the implementation project sooner, we will do this.

I am also awaiting the proposed contract for the work associated with the administration.

Pat

**From:** Scheetz, Michael <mscheetz@massmutual.com>  
**Sent:** Monday, November 4, 2019 2:11 PM  
**To:** Maillis, Patricia L. - Director, Employee Services <mailpl@jea.com>  
**Subject:** JEA - Performance Unit Plan - Enrollment Material  
**Importance:** High

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Pat:

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**From:** Kyle, Gina A. - Manager Media Relations  
**To:** "Michael Munz"  
**Cc:** "Melissa Stone"  
**Subject:** statement for edits  
**Date:** Wednesday, December 4, 2019 5:06:44 PM

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JEA received full authorization from the board for the development of a long term performance unit plan during its July 2019 board meeting, as noted is resolution #\_\_\_\_\_. As previously stated, JEA management and the board requested the formal opinion of the state Attorney General on October 1 to ensure that no conflicts existed. JEA did not then, and still does not see any conflicts with the manner in which the plan was developed. As a reminder, the plan was cancelled by CEO Aaron Zahn prior to the requested opinion on November 13, when it was determined during discussions with legal counsel to be conflicting with the boards ongoing consideration of strategic alternatives and the related ITN process. The plan is scheduled to be rescinded during the Monday, December 9 board meeting.

**Gina Kyle, MBA**  
Manager, Media Relations  
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Media: media@jea.com

JEA0847

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To: Maillis, Patricia L. - Director, Employee Services <mailpl@jea.com>  
Subject: FW: A Proposal for JEA Non-Qualified Plan

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See previous page. This is an email from 11/8/19

Pat:

I am forwarding to your attention the proposal for the annual recordkeeping for the Non-Qualified Performance Unit Plan. Since we do not know the number of participants that will participate in the plan, we had to make some assumptions. We extracted from the database a list of employees with compensation over \$150,000 with the assumption this group of employees are the most likely to contribute. Based on that extraction we arrived at 37 participants for pricing purposes.

Let me know if you have any follow up questions.

Regards,

**Michael M. Scheetz**  
Client Engagement Manager | Government Markets  
Workplace Solutions  
**MassMutual**  
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C: (813) 244-0059

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Twitter [twitter.com] LinkedIn [linkedin.com]

**From:** Girard, Chad <CGirard@MassMutual.com>  
**Sent:** Friday, November 08, 2019 10:19 AM  
**To:** Scheetz, Michael <mscheetz@massmutual.com>  
**Subject:** FW: A Proposal for JEA Non-Qualified Plan

Please let me know if you need anything else.

**Chad Girard**  
Sales Consultant  
Workplace Solutions & Strategic Distribution

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