

From: [Kendrick, Jonathan A. - VP & Chief Human Resources Officer](#)
To: [Zahn, Aaron F. - Managing Director/CEO](#); [Dykes, Melissa H. - President/COO](#); [Stewart, Kerri - VP & Chief Customer Officer](#)
Subject: PUP response 11.15.19
Date: Friday, November 15, 2019 10:46:24 AM
Attachments: [PUP response 11.15.19.docx](#)

Good Morning,

The Currents re PUP's has raised many questions, particularly from CBU employees. They weren't really aware of the PUP so the automatic assumption is that it has something to do with recapitalization, retention agreements, pay for performance, etc. I drafted the attached for the HR team to use in responding to these inquiries. Please review. It restates much of what was included in the Currents and will reinforce the message. I don't propose sending another Currents, but simply providing this to Labor Relations, the HRBP's and SLT members to assist them in answering questions.

Thanks.

Jon

The Performance Unit Plan (PUP) is a long-term incentive plan that is separate and distinct from JEA's short-term incentive plan, Pay for Performance. There are no changes to the Pay for Performance Plan. JEA's Board of Directors approved exploring a long-term incentive plan as a part of JEA's overall compensation strategy. The PUP was developed in response to this direction and was introduced to and approved by the Board at its 7/23/2019 meeting. The PUP was being developed but, as the Currents stated, it has been postponed. The PUP is not tied to recapitalization and does not affect any of the compensation-related matters that are (retention agreements and three-year guarantee of comparable salary and benefits).