

**From:** [Kyle, Gina A. - Manager Media Relations](#)  
**To:** ["Michael Munz"](#); [Stewart, Kerri - VP & Chief Customer Officer](#)  
**Cc:** ["Melissa Stone"](#)  
**Subject:** RE: statement for edits V2  
**Date:** Wednesday, December 4, 2019 5:15:40 PM

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All – I like Melissa’s point regarding Ryan, so I’ve added it in for consideration. I think what’s missing is a reference to City Council being aware:

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 The plan is scheduled to be rescinded during the Monday, December 9 board meeting. Additionally, it is important to note that JEA CFO Ryan Wannemacher would not have established the performance targets under the draft performance unit proposal. Instead, they would have been established by a third-party group, as is the case for other performance bonus programs.

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**From:** Kyle, Gina A. - Manager Media Relations  
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**Subject:** statement for edits

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