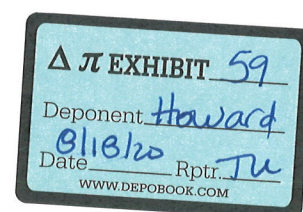

From: Hiers, Angelia R. - VP & Chief Human Resources Officer <hierar@jea.com>
Sent: Thursday, February 7, 2019 5:41 PM
To: 'vinyardjr@gmail.com'
Subject: Letter
Attachments: JEA Offer -H Vinyard.doc

Herschel,

As always, I certainly enjoyed our conversation and look forward to working with you. Attached is the offer letter that has the start date indicated as tentative. Once you get this signed and sent back to me, we will start the final processes.

Have a great evening.

Angie





January 15, 2019

Dear Herschel Vinyard:

It is my pleasure to confirm our offer of employment. With your skillset and demonstrated experiences, we are confident that you will be a great asset and member of the JEA team.

The following summarizes the details of this offer:

Location:	21 W. Church Street, 16 th floor, JEA Tower
Report to:	Aaron Zahn, Managing Director/CEO
Base Salary:	\$350,000 annual, paid biweekly
Business Allowance:	\$700.00 per month
Parking Allowance:	\$50.00 per month
Start Date:	March 15, 2019 (Tentative)

Please see attached for information regarding JEA benefits and pension plans. A benefits representative will be available to answer questions at New Hire Orientation. If you have any questions regarding your benefits prior to New Hire Orientation, please call 904-665-5300.

Below is a summary of benefits, which begin on your first day of employment.

Health Care Benefits: Provided through Florida Blue, plan options include a PPO, HRA and an HSA. Please refer to the JEA Benefits Booklet attachment for employee costs.

Dental Plan: United Concordia is the dental plan provider. There is both a DHMO and a PPO plan.

Vision Plan: EyeMed is the vision plan provider.

Life Insurance: Life insurance is provided at three times your annual salary (\$500,000 maximum).

Flexible Spending Account: JEA offers a plan that allows you to make tax-free, bi-weekly deposits into an account for health care and dependent care expenses.

Paid Time Off: Leave is accrued biweekly at a rate of 6.16 hours, this equals 4 weeks annually. In addition, JEA observes eleven paid holidays and provides one floating holiday.

Retirement Planning

Defined Contribution Plans:

- General Employee Defined Contribution Plan is the retirement plan in lieu of Social Security where the employee contributes 8% (pre-tax) and company contributes 12% of earnable compensation. This plan includes a generous vesting schedule, which begins after two years with 100% vesting upon the conclusion of 5 years of credited service; in addition,

- JEA 401(a) Defined Contribution Plan is a voluntary retirement plan, with immediate vesting, where the company automatically contributes 2% of eligible earnings. The employee may make a one-time, irrevocable election at hire to defer up to 20% of annual eligible earnings.

Deferred Compensation Plan:

- The JEA 457 is also a voluntary plan, with immediate vesting, where the employee may defer a percentage election of their eligible compensation on a pre-tax and/or Roth after-tax contribution.

**Please note the above Plans are subject to the respective IRS limits.*

This offer is contingent upon successfully passing our company's background check. In addition, in order to comply with federal law, JEA participates in the E-Verify verification process.

We are excited about you joining our team and we look forward to the contributions you will make to JEA!

Sincerely yours,

Angelia (Angie) Hiers
VP & Chief Human Resources Officer
904-665-4747

_____Accept Offer

_____Decline Offer

Email to: hierar@jea.com

Employee Acceptance:

BY: _____ Date: _____
Signature

Print

Employer Acceptance:

BY: _____ Date: _____
Signature Talent Acquisition Services