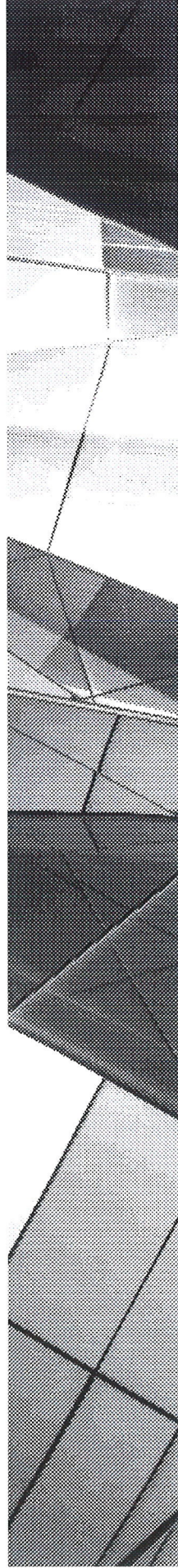


Morgan Stanley



Discussion Materials

JEA

June 20, 2019



EXHIBIT 13

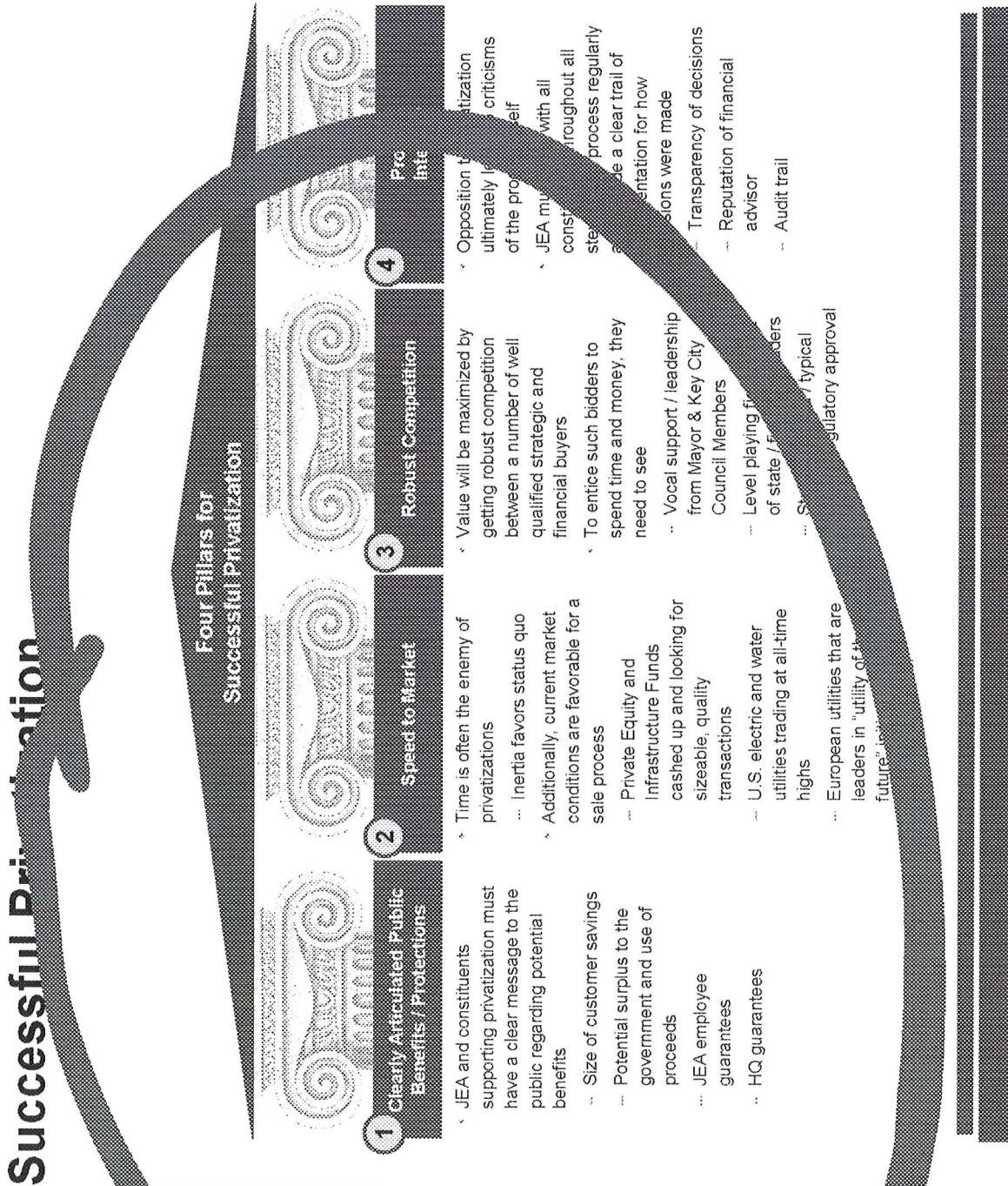
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Four Pillars for Successful Privatization

- * Benefits to the City and Residents of Jacksonville
- ✓ Initial rate reduction
- ✓ Over \$5B in excess proceeds to the City of Jacksonville
- ✓ No involuntary job cuts



From: Guyer, Richard E. [/o=foleylaw/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=Guyer, Richard E. 78f]
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 Subject: RE: Performance Bonus Agreement

I have the time, but no experience with this. That being said, I think I can help. But I defer to the group.

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 Subject: Performance Bonus Agreement

Does anyone have time to help with drafting a performance bonus agreement for employees? They want it tied to specific performance measurements of the entities. Let me know. There is some urgency in the request.

And yes I know it is July 4th weekend. I am not sure the client is aware of this.

-Kevin E. Hyde

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