

Employee Services  
21 West Church Street  
Jacksonville, FL 32202



February 2, 2018

ELECTRIC

WATER

SEWER

Re: Rescission of Retention Incentive Agreement Letters

In JEA's effort to retain you as a valued member of the team, you were offered a retention incentive pending a potential change of control event here at JEA via a Retention Incentive Agreement letter dated January 16, 2018 ("Retention Letter"). The Retention Letter has been reviewed by the Office of General Counsel and has been found to be non-binding and unenforceable under Florida law. Accordingly this Retention Letter is being rescinded effective immediately.

JEA endeavors to make this process of preliminary exploration of potential change of control as seamless as possible and will keep you apprised and informed of the progress of such review in the future.

Sincerely,

A handwritten signature in blue ink that reads "Paul".

Paul E. McElroy