

April 13, 2018

Mr. Alan Howard – Chairman  
Jacksonville Electric Authority (“JEA”)  
21 West Church Street  
Jacksonville, FL 32202-3139

Dear Chairman Howard:

After a week of careful personal and professional reflection, I write to inform you of my immediate resignation from the Board of Directors (the “Board”) of the Jacksonville Electric Authority. Having resigned it is my intent to pursue the position of Interim Chief Executive Officer of the JEA for the period of April 17, 2018 through April 17, 2019 (the “Transition Period”).

It is unfortunate Sunshine law does not provide a reasonable avenue to discuss and deliberate this matter with the collective Board in an ‘executive session’ prior to my personal resignation. If available, I would most certainly have utilized the more than appropriate and normal Board format to reach consensus on the best path forward for JEA.

In the event of an abrupt departure of a CEO, it is common practice for a Board member with chief executive leadership, industry and strategic planning experience to assume an Interim CEO role. As you know, the main reason is to provide a stable environment for the company. This in turn allows executive team members to operate in their functional capacity without major distraction or disruption to the affairs of the corporation. Simply, JEA’s employees deserve a stable workplace where their safety and quality of life are ensured. Similarly, JEA’s customers deserve a focused and dedicated team to provide the electric and clean water services for which they pay.

Beginning with you, Mr. Chairman, I will immediately reach out to each of the individual Directors to discuss a path forward for JEA as well as the establishment of a strategic planning process. Should the Board of Directors appoint me as Interim CEO, my immediate actions would include, but not be limited to: 1) engagement of a top tier full-service executive search and research firm to implement a permanent CEO search and aid the Board with corporate and CEO transition services during the Transition Period; 2) reestablishing trust and open communications of JEA with our many stakeholders beginning with all of our employees, City Council, the Mayor and the Board; 3) building consensus around the purpose and role of JEA in our community; and, 4) providing the Board and executive team with resources, tools and structure necessary to establish JEA as “a utility for the future of Jacksonville” prepared to navigate and take advantage of the current trends in the electric and water industries.

Thank you for your consideration.

Sincerely,



Aaron F. Zahn

Cc:  
Office of General Counsel