

September 1, 2026

Dear Chair Orender,

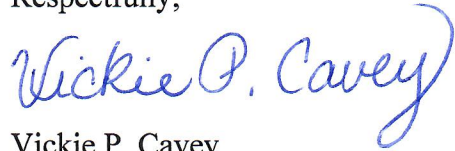
It is with a heavy heart that I am submitting my resignation as Chief Executive Officer of JEA. I have concluded that it is the right decision for myself, my family and JEA.

I am retiring effective September 25, 2026. I will make every effort possible to work with the Board and the executive leadership team to ensure a smooth and orderly transition of responsibilities until that time.

Thank you to this board for your service and leadership as well as your confidence in the JEA staff. JEA's dedicated employees and talented leadership will continue to move the organization forward with a steadfast commitment to excellent service for our customers and our community.

I wish JEA and its employees continued success in the years ahead.

Respectfully,



Vickie P. Cavey