

**Subject:** staff  
**Sent:** Tuesday, August 27, 2013 4:52:57 PM  
**From:** "Steve Hanson" [REDACTED]  
**To:** "Jeffrey Epstein" <jeevacation@gmail.com>

Jeff,

Not sure who you hired between the 2 fellows – Ron or Mark. Both seemed like they had excellent organizational skills. In my conversations with both, they each used and developed detailed manuals to follow. I have been trying to have your houses set up like this for the last two years to no avail. If you want, after you're comfortable with them, I can work with them to get you detailed manuals on each property. When done correctly the manuals take 90% of the questions out of operations and makes life easier.

Once you're comfortable with new employees remind me to talk to you about golden handcuffs and modified employment contracts to help keep employees longer.

Let's review in person.

Steve