

To: [REDACTED]
From: Jeffrey Epstein
Sent: Tue 8/14/2012 9:02:36 PM
Subject: Re: IG to LSJ

3 makes the most sense, Karen is going to fire a bunch of people this friday, ,so lets talk about this monday.

On Tue, Aug 14, 2012 at 2:55 PM, [REDACTED] wrote:

I would like to confirm the following:

- 1) Current IG employees will now receive 12 paid holidays and no longer receive overtime. Their salary is based on their current hourly rate x 2210 hours (42.5 hours per week x 52 weeks)
- 2) Current IG employees will not receive a raise or receive health insurance benefits with this change
- 3) If IG employees are moved to LSJ Employees LLC we will need to terminate health insurance. In doing so we will need to make provisions for the following existing LSJ Employees
 - a) Carlos - Should not be difficult as his wife works at a school and should be able to obtain coverage
 - b) Danny - Will be difficult as i believe this was motivating factor to bring him to LSJ from IG - will inquire as to coverage he may have had prior to LSJ coverage - put on Karen / Brice TTR plan??
 - c) Bosco - Will be difficult as he is years away from Medicare - (we should discuss his value vs high cost (approx \$86,000 per year) - move him to outside contractor and use as needed ?
 - d) Lester - Should not be difficult as his wife works at a hospital

Currently the USVI does not offer many options for singles or families looking to obtain health insurance (we had this same issue with Bill Rowles)

For 4 existing LSJ employees i assume we will pay costs to obtain insurance as they were already receiving this benefit

Scenario 1: convert IG to salary immediately and then move to LSJ once health insurance provisions are made (should take approximately 30-60 days)

Scenario 2: wait estimated 30-60 days until existing LSJ employees make new health insurance provisions then convert IG from hourly to salary on LSJ only

Scenario 3: Keep all existing IG employees in IG and just change from hourly to salary with 12 paid holidays. Keep LSJ Employees separate and maintain health insurance for them

Under all scenarios we will need to change employment policy and also inform employees

Once you approve Jeanne and I will discuss with Karen and Brice so they can inform employees - I am unsure if they are aware of these plans however i expect resistance from them

Please advise that i understand facts correctly and which scenario you want us to implement

[REDACTED]
HBRK Associates Inc.
575 Lexington Avenue, 4th Floor,
New York, New York 10022
tel [REDACTED]
fax [REDACTED]
cell [REDACTED]

On Aug 10, 2012, at 5:17 PM, Jeffrey Epstein wrote:

so lets do it. they get 12 days extra. off.

On Fri, Aug 10, 2012 at 3:14 PM, [REDACTED] > wrote:

original schedule did not show your additional lsj employee cost of 12 paid holidays nor did it show current IG OT costs paid ytd which will not be included when they are moved to LSJ payroll
for example:

current IG costs with no paid holidays or OT 525,437
ytd paid OT for IG employees 21,330
total projected IG with OT thru 8-1-2012 546,767
total cost of IG workers with 12 paid holidays and no OT as LSJ Employees 548,900

[REDACTED]
HBRK Associates Inc.
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cel [REDACTED]

Begin forwarded message:

From: [REDACTED]
Date: August 10, 2012 4:55:02 PM EDT
To: [REDACTED]
Subject: Message from KMBT C253
Reply-To: [REDACTED]

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