

To: Jeffrey Epstein[jeevacation@gmail.com]
From: Steven Sinofsky
Sent: Thur 2/21/2013 5:57:20 PM
Subject: Re: vesting

That is true. I sent mail already to the lawyers with your approach.

Really concerned about pr. There's an asymmetry in that. They can be on background and I can't.

On Feb 21, 2013, at 9:56 AM, "Jeffrey Epstein" <jeevacation@gmail.com> wrote:

you were willing to walk away

On Thu, Feb 21, 2013 at 11:41 AM, Steven Sinofsky <[REDACTED]> wrote:

I was never willing to take 7 :-)

I am really worried about another round of press if this needs to be filed. I don't see how this can be managed. It will get filed. Reporters will call Frank (PR guy who does steves wet work). Frank will push them to do another round of how non-collaborative and asshole-ish I was. They will write this. Worse, they will probably get ahead of this and do some prebriefs on it.

This happens if there is any agreement including non-compete, non-solicit, etc. I get how this looks like they have something to hide and are afraid but it is also a round of "he was fired and extorted this out of them..."

Don't you think the downside of disclosing any non-compete stuff falls to me in a world where they go out and tell a story?

Sent from Surface RT

From: Jeffrey Epstein
Sent: February 21, 2013 3:16 AM
To: Steven Sinofsky
Subject: Re: vesting

you were willing to take 7 , don't be greedy, we are doing a good job, i like this idea . I think jay should put it foward today. . the dynamics change, now this is a way to get this done immedaily. change the timing, steve is fed up , we can get it done quickly . it is simple, lets agree on lanugage . (dispargaement etc.). steve in a good negotiation, we should control speed and surprise

On Wed, Feb 20, 2013 at 7:38 PM, Steven Sinofsky <[REDACTED]> wrote:

here's the 15M as a vesting schedule -- your original guidance was "let's ask for their \$5 plus this 15". I think there is a good idea here in terms of just asking for this vest amount -- there's already a policy that at 55 you can accelerate all your vesting upon retirement. So in essence the exception they make is to this policy, not any compensation amount. The SEC form just reads "accelerate vesting of shares at market on date of agreement" (or better November 12).

I do lose a lot if they pick a strike date of 12/31 (which is my official last date as per SEC). The stock dropped more than \$1 the day after I announced. It hit a real low on 12/31. There's a \$1.51 spread from 11/12 to 12/31. That's getting close to \$1M.

The stock price has not gotten back to what it was at the close before I left. :-)

Sent from Surface RT

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