

To: Boris Nikolic[borghes@hotmail.com]
From: Jeffrey Epstein
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Subject: crisishowever

The situation is difficult. I know how devoted you have been to Bill ,and, for how long, . however, He is in a tough spot. More typical in the arab world where wife 1 wants to execute wife 2. The first goal should be for you and he to figure a way for you and he to stay married. There are many alternatives. (none for email)

I feel terrible for you both. I am sympathetic to the pain..but we should hope for the best and plan for the worst. The three of us I'm confident can find a unique solution. that being said - Larry s involmment should be minimal, He is press savvy .but it cuts both ways.

Taking a stand back , Melinda threatening to fire you, is similar tot he story of the polish guy that unexpectedly walks in on his wife making love to his best friend. He runs over to the the cabinet opposite the bed, reaches in the top draw, and pulls out a pistol - he puts the gun against his own head and screams ,I am soooo upset - " after I shoot myself , I will shoot you "

To effecively manage this crisis. I suggest :

1. The purpose , strategy and only then the tactics , need to be well defined.
2. The public relations for both of you are paramount as the terms and conditions really in our control (not including MGs view) , Hopefully none of this will be needed but if so , the pr is critical . questions will last for a very long time, why , what, what really happened. why did Boris leave?
3. In that regard a multi year severance pay is a non starter. too many people involved. too unique, , it will raise too many questions.
4. A third party payor might provide a layer of protection . a insurance,(annuity) b, related party, an investment entity (we might consider buying the Foundation Medicine position in its entirety, from Bill) . continued investment vehicle/fund -khosla, capital gains etc. keeping in mind that even as of today there is no current written agreement that describes Bill/ Boris partnership deal
5. a lateral or step aside then up, -- craft a new position, scince? , giving?, seed a new program,
6. Health leave, maybe good but for only for a very short time, I prefer a leave but for positive reasons . can;t force boris on others. no winks or nods.- again ,delicate ,surgical. . not sure larry is the right guy, but we can discuss.
7. This will follow Boris for a very long time,
- 8 . I think no matter what, Melinda needs time to digest the events . real time, if still necessary , the first move should be seen as temporary, overseeing a new science initiative program health leave , try out, training , Boris is taking an intensive ... for three months
- 9 . knowing Bills high degree of loyalty Im sure we can figue something out. Balmers a good example. I think Bills loyalty factor is admirable. In hindsight its a shame that melinda didn't choose Steve to focus on. winkwink

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