

To: Rich Kahn [REDACTED]
From: [REDACTED]
Sent: Wed 10/1/2014 1:19:11 PM
Subject: Should I send JE Russel's email?

Rich, do you think I should send Jeffrey the email Russell sent re Gregory, the designer, and his compensation? Or is this something you want to discuss with Jeffrey or Russell first? (giving you a heads up, Russell can be very long winded...very nice..but talks alot!)

Below is another email he sent to me:

Ok makes sense, also know that we obviously we would deduct any previously paid project work earnings off the perm fee from our end, if you go that route, At the end of the day , I want it to work for everybody ,Gregory wants to be there, and of course on a permanent basis, If you get a sense JE would definitely go with him from inception, and would by pass the 15k project . I will talk to my business partners to see if we can structure an up front deal that would make sense for all, Just another option, If there is no waiting period on the placement , I can wiggle some flexibility that might make sense for Jeffery, FYI I have been still working on it in the interim ,, BTW, Did he like Valerie from Peter Marino, or was he unimpressed? With that said , if Gregory is the real option, It would make sense to lock him up, as I would hate to see him get scooped up by a major designer , being he is in the market , and I'm sure we can iron out the minor details, If you like have Rich call me and I can speak to him as well, He does want to be there, I do know project work can be advantageous on the employer end, however It does create risk with minimum commitment and sometimes we do lose candidates because of it,.

It goes without saying , how so appreciate I am of you and JE, I do know Jeffery needs to be happy, so without that it does not work, If he is happy, then it make sense to come up with something that works for all,,,☺

Fingers crossed.

Russell Katulak
Jemstone Associates
Partner
380 Lexington Ave
New York, NY 10168
Suite 1700
[REDACTED]