

Jeffrey,

Attached is a flow chart with my primary recommendation for Island staffing.

I have also attached job descriptions for the new suggested hires as well as a job description for Ana's suggested role as Field Manager.

Brice and Karen recommended Ana that she starts working at the office instead, but I think that would be a huge mistake. She has a great working relationship with the staff and vendors in particular. And while she may not be the best Manager, I think this reduced role will give her a better chance of succeeding. She simply has too much on her plate right now.

I have a couple of suggestions for the House Manager position. A person with experience in fine homes is needed, and cooking skills would be great as well. I can find that person for you.

I think you badly need a person in the Director of Properties role. I know several have failed, but it is not impossible. The key is to not expect the Director to take over the running of the island, but be a support role for the managers, implementing better training for all staff, procedures and guidelines.

Should you decide to send Brice and Karen to the Islands, I would put them in the role described as the house manager and still let Ana handle the field. I don't know if Brice can be trained to interact better with vendors and do less self repairs which I understand is causing problems. This could just be rumors, but his reputation is not stellar on the island.

Looking forward to your feedback or proposed corrections

Thanks

John