

From: Faith Kates <[REDACTED]>
To: jeffrey E. <[REDACTED]>
Subject: Re: mark
Date: Sat, 29 Jul 2017 14:25:08 +0000

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Sent from my iPhone

On Jul 29, 2017, at 7:50 AM, jeffrey E. <[REDACTED]> wrote:

weekend better

On Fri, Jul 28, 2017 at 5:56 PM, Faith Kates <[REDACTED]> wrote:
We may need to find someone who we can better afford thoughts

We had a long talk, and [REDACTED] glad that we did have this conversation. I recommend that the 3 of us have a conf call to discuss and then have another round of dialogue with Mark

Mark's position is still very much as he stated early in his conversations:

-He feels he can add a lot of value and is interested in contributing to bring NEXT to the next level
Of growth

-he is interested in a senior exec position, with a CFO reporting in to him as well as the other administrative functions, including those things that currently report to Milie, and IT & HR

- he would want to see an org structure that allows him to be an active regular part of executive decision making

The information he shared early on is still his position; may interpretation of how he conveyed this is that he feels this reflects adding a COO who will have the credibility and strength to reform the organization and grow.

He also said that if you are not ready for this, the door to discussion of a 6 month short term assessment is still open.

His terms remain:

Schedule:

30 hrs per week, which includes 2-3 days on site; he understands 3 days are needed early on but would like some flex as the organization gets stronger

2 critical positions for him to be successful:

-Controller immediate addition to acctg team

-CFO current incumbent /future replacement who will report to COO position

Comp \$650k:

Any flexibility in base and bonus would be based on having an equity stake interested in an equity position and his comp expectations are not as flexible as we had hoped.

Equity:

He is very interested in a equity position, so we need to spell that out or if delay [REDACTED] benefit from understanding why the delay.

Let's chat about more specifics either Monday or over the weekend

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please note

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