

From: Richard Kahn <[REDACTED]>
To: Jeffrey Epstein <jeevacation@gmail.com>
Subject: Fwd: Compensation
Date: Fri, 27 Apr 2012 13:35:11 +0000

i will review with craig this morning
are his dates of april 16th - july 29th ok?
please advise - 180k or 200k

Richard Kahn
HBRK Associates Inc.
301 East 66th Street, Suite 10F
New York, NY 10065
tel [REDACTED]
fax [REDACTED]
cell [REDACTED]

Begin forwarded message:

From: Darren Indyke <[REDACTED]>
Date: April 26, 2012 2:59:47 PM EDT
To: Richard Kahn <[REDACTED]>
Subject: Fwd: Compensation

Sent from my iPhone

Begin forwarded message:

From: Jeffrey Epstein <jeevacation@gmail.com>
Date: April 26, 2012 2:07:31 PM EDT
To: Darren Indyke <[REDACTED]>
Subject: Re: Compensation

i agree to all commets,,

On Thu, Apr 26, 2012 at 12:43 PM, Darren Indyke <[REDACTED]> wrote:
My comments are in red below.

Darren K. Indyke
Darren K. Indyke, PLLC
301 East 66th Street, 10B
New York, New York 10065
Telephone: [REDACTED]
Direct: [REDACTED]
Fax: [REDACTED]

email: [REDACTED]

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On Apr 25, 2012, at 4:40 PM, Richard Kahn wrote:

attached is craigs short term contract / consulting agreement
a few of my comments and questions are:

- a) who will this agreement be with: jee, lsj employees llc, island grounds inc, hbrk? **Why not HBRK until we determine whether Craig is on board permanently or not.? We can expand the scope to cover properties designated by HBRK?**
- b) is format ok or should darren use one of our sample agreements. **No reason to make an elaborate form at this point; if he passes probation then we can make a more elaborate document.**
- c) craigs document had a 14 day trigger to terminate for both parties not just you - is this ok? **JE's call. I would require Craig to give 30 days' notice, We should only have to give 7 days notice and we should pay him his consulting fee weekly so we are never more than a week's worth of payments at risk**
- d) craig is under impression o 200,000 annual comp not the 180,000 we discussed. **JE's call.**
 - 1) his agreement says 16,666 per month but email has 16,000 per month. **Should be paid weekly, unless JE approves 14 days notice, then bi-weekly ok..**
- e) do we want to be specific to various homes in agreement or keep broad **keep broad and scope should be properties designated by HBRK**
- f) asking to be paid to craig martin yet is billing from euclid consulting (does his entity have other employees?) **What is Euclid Consulting? Corp? dba? Consulting Agreement should be with Craig, so he is responsible and not Euclid.**
- g) should we kill 3rd paragraph that requires advance notice to schedule appointments - seems inappropriate.. **Yes, he should be working exclusively for JE(HBRK) and subject to JE's convenience. It should not be subject to Craig's availability.**
- h) not sure under invoicing that time and material is relevant to this agreement. **Time and Material not relevant to this agreement. Invoicing should be weekly, unless JE is ok with 14 days notice, in which case, bi-weekly is ok.**
- i) should we add clause that he will be working exclusively for you during this period april 16th thru july 29th. **Yes exclusive**
- j) are dates of april 16th thru july 29th ok for you as that represents 104 days in total **JE's call**
- k) should we have a confidentiality agreement signed as part of agreement? background check?
Confidentiality Agreement does not need to be included in this agreement, but Craig should sign our standard form confidentiality agreement. If JE agrees that HBRK should be the contracting entity then use HBRK consulting agreement form.

please advise and point out any other issues i may have missed **Limitations on expenses - in excess of some dollar amount requires advance written consent. What kind of air travel is acceptable, car rental and hotel limitations? Should we simply state that HBRK will make the travel arrangements? What telephone/fax charges -- why should we have to pay that? Silly.**

thank you

Richard Kahn
HBRK Associates Inc.
301 East 66th Street, Suite 10F
New York, NY 10065
tel [REDACTED]
fax [REDACTED]
cell [REDACTED]

Begin forwarded message:

From: Craig Martin <[REDACTED]>
Date: April 25, 2012 2:56:36 PM EDT
To: Richard Kahn <[REDACTED]>
Cc: Craig Martin <[REDACTED]>
Subject: Compensation
Reply-To: Craig Martin <[REDACTED]>

Rich;

In the past I have contracted jobs by the hour or a flat retainer or a retainer for so many hours plus hourly after that.

With that said, for this project due to its changing nature it might be better to pay me a flat fee so I am on call 24/7.

Attached is a quick agreement. As I am traveling I do not have access to my computer and past contracts but since this is short term contract the attached may work.

Please feel free to call me to discuss.

Thanks;

Craig Martin
[REDACTED]

- \$16,000 monthly. Steve Hanson and I had spoken about an annual salary of around \$200,000
- Term April 16th 2012 to July 29, 2012, 15 weeks
- I will pay my own health/taxes etc during that period
- To me paid every two weeks.

<LSJ Contract 1.doc>

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