

**From:** Richard Kahn <[REDACTED]>  
**To:** Jeffrey Epstein <jeevacation@gmail.com>  
**Subject:** Fwd: Roy & Steph  
**Date:** Mon, 04 Feb 2013 22:41:03 +0000  
**Attachments:** Forms\_-\_Roy\_and\_Stephanie.pdf

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FYI

Sent from my iPhone

Begin forwarded message:

**From:** Richard Kahn <[REDACTED]>  
**Date:** February 4, 2013, 5:27:13 PM EST  
**To:** Captroynsteph <[REDACTED]>  
**Subject:** Re: Roy & Steph

I really enjoyed talking earlier and am very excited that both of you will be joining our team. I have attached the following for your review and signature:

- a) confidentiality agreement
- b) release form in order to perform a background check
- c) employment eligibly form

Once forms are signed (separate for each of you) please send back via fax or email

Per our conversation my understanding of your terms of your employment will be:

- a) March 4, 2013 start date - i will inform Mr. Epstein that you are in STT all week in case he wanted to meet with you again or see the property
- b) Payment - \$19,000 per month to your S Corp.
- c) Cottage and Food expenses to be provided on LSJ
- d) Review after 90 days in order to determine employee vs independent contractor status in addition to health insurance
- e) July 24, 2013 thru August 6, 2013 - preplanned vacation that you will be taking

Please let me know if i left anything out from our discussion  
I am free to discuss anything so please call me with questions

Thank you

Richard Kahn  
HBRK Associates Inc.  
575 Lexington Avenue, 4th Floor,

New York, New York 10022  
tel 212-971-1306  
fax 646-350-0954  
cell [REDACTED]

On Feb 4, 2013, at 1:59 PM, Captroynsteph wrote:

Hi Rich;

Thanks so much for taking the time to speak with me today. We are very excited about the opportunity. Look forward to working together in the future.

Best,

Roy & Steph

Sent from my iPhone

On Feb 2, 2013, at 9:14 AM, Richard Kahn <[REDACTED]> wrote:

How is 10am Monday Morning?  
Please call me at 212-971-1306 whenever your are ready?  
Thank you

Rich

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**From:** Captroynsteph <[REDACTED]>  
**Date:** Fri, 1 Feb 2013 18:25:31 -0400  
**To:** Richard Kahn <[REDACTED]>  
**Subject:** Re:

Hello Mr. Kahn;

Anytime after 9 a.m. Monday would be great! We are working this weekend, but can make time if you prefer to speak then.

Thank you,

Roy & Stephanie

Sent from my iPhone

On Feb 1, 2013, at 6:14 PM, Richard Kahn <[REDACTED]> wrote:

Roy / Stephanie

I work for Mr. Epstein and would like to talk to you in detail about future employment  
Please let me know when you may be free this weekend or Monday to discuss  
Thank you

Richard Kahn  
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