

Reference: Wage and Salary Reviews.

One month ago Jason Drew, Landscaper & Machine Operator, left LSJ for \$2.00 hr more. 2 weeks ago, Manuel Gonzalez and Curdilius Monchery, our best Mechanics, informed Arran that they had been offered \$2.00 hr more, plus benefits from Tropical Shipping, they will most likely accept this offer starting January 1st, 2010.

Over the last few months we have been approached on numerous occasions by both wage and salary employee's company wide, asking

"When are things likely to improve or get better"

Attached pay rate recommendations for all Island Ground Employee's, including new construction positions. Please note Gary has been interviewing potential employees, all have stated that the new pay recommendations, are still below the going rate for skilled and non-skilled labor within the USVI. Gary, [REDACTED] have individually reviewed each employee, taking into consideration length of service, skill development and position within departments.

With the pending development of a Casino, Marina and Golf Course on St Croix and local companies offering better wages and benefits. We strongly believe that these wage recommendations are the bare minimum required for the future development of the island and will assist in retaining core employees.

At this time we would also like to recommend this basic guideline for Island Grounds LLC.

Obviously if an employee has taken on extra responsibility/acquired further on the job training to improve their skill set, this would need to be accessed case by case by management.

1. All new employee's have a minimum probation period of 12 weeks
2. Employee reviews to take place on the anniversary of their employment.
3. After 3 years full time employment – minimum 10% increase of wage

After 5 years full time employment – minimum 10% increase wage

After 8 years full time employment – minimum 15% increase wage an additional 1 weeks' vacation

[REDACTED] and I have also attached salary and bonus reviews for LSJ, PBI and Zorro for your consideration. Notable mentions are Renee Burns and Arran McGinnis. Both Renee and Arran stepped up to fulfill management positions at Zorro and LSJ. Without there support, hard work and can do attitude over the past year, the running of these properties would have been impossible, therefore we strongly recommend that they be acknowledged for their loyalty and effort.

For your consideration

Gary Kerney

[REDACTED]

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