

From: Leighton Allenby <[REDACTED]>
To: "jeffrey E." <jeevacation@gmail.com>
Cc: Richard Kahn <[REDACTED]>, Leighton Allenby <[REDACTED]>
Subject: Re:
Date: Sat, 22 Aug 2015 01:18:19 +0000

First conversation with Danny Vicars at the Sundial above the gym. Danny V was with Danny E in a cart watching Peter and his crew take down the sundial. I asked Danny to step out of the cart as I wanted to discuss something in private with him. I told Danny that I was going to terminate Guy due to catching him sleeping in Dannie's office. He told me he couldn't believe how stupid Guy was and he deserved it. I could see he was angry and upset so I asked him if it was going to be a problem between the two of us and he said no and I believed him. Peter then interrupted our conversation and asked what was wrong and I told Peter it was a confidential conversation. If Danny had a problem with the termination of Guy he did not say anything to me nor did he try to defend Guy at the time.

I later in the day saw Danny and we were discussing the generator working procedure during the storm and I again asked him if he had any hard feelings about the termination and he said no and we shook hands. Danny then said that is okay and that his son will be back by Monday. He then said you'll see, did his loud laugh and left.

I also saw Danny at the end of the day and he again did not mention that he had a problem with the termination.

As far as Chris saying he never asked me about Jules that is False. Chris asked me on Monday the 17th if Anna had asked me to approve his request for Jules for excavation for 5 to 7 days as he needed him to complete his project schedule. Anna will verify this. I then asked Anna and told her I would send out an email to Rich requesting the approval. Rich approved the same day and I let Chris know so he could have Jules come in the next day.

Leighton Allenby
Director of Properties
[REDACTED]
[REDACTED]

On Fri, Aug 21, 2015 at 5:25 PM, jeffrey E. <jeevacation@gmail.com> wrote:
leighton , are you sure danny is agreed with the termination of guy ???!!

On Fri, Aug 21, 2015 at 12:30 PM, Leighton Allenby <[REDACTED]> wrote:
Yes. I spoke to Danny.

Leighton Allenby
Director of Properties
[REDACTED]
[REDACTED]

On Fri, Aug 21, 2015 at 12:28 PM, jeffrey E. <jeevacation@gmail.com> wrote:
is danny ok with it? if so terminate

On Fri, Aug 21, 2015 at 11:07 AM, LAllenby <[REDACTED]> wrote:
Hello Mr. Epstein,

Anna and I met with Guy and Danny at 7:15am to discuss his Guys rudeness, conduct and foul language to other staff members including Doulse. Also getting grease on all the cabana beds and rugs. I told him this was his last warning and I would mentor him to succeed.

At 10:20am and found him sleeping in a corner in Dannie's office. I told him to leave the Island for the day and I would let him know by the end of the day if he had a job.

I have discussed this with Anna and Danny Vicars and they are amazed that he did this after our conversation this morning.

Guy has two other warnings in his file a a week suspension.

Jason also said he was just driving around all morning while everyone was busy preparing for the storm.

Rich and I have discussed and are in agreement to terminate.

I suggest termination and hope you will support my decision; but the final decision is yours and I will respect it.

Please let me know how to proceed.

Best,
Leighton

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please note

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JEE

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