

**From:** Richard Kahn <[REDACTED]>  
**To:** "jeffrey E." <jeevacation@gmail.com>  
**Subject:** Fwd: CONFIDENTIAL Prep for Camilo discussion next week  
**Date:** Tue, 27 Feb 2018 21:59:47 +0000  
**Attachments:** Camilo\_Lopez\_resume\_CONFIDENTIAL.docx

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faith and joel called and want me to join them next tuesday as they interview this candidate again  
please advise  
thank you

Richard Kahn  
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Begin forwarded message:

**From:** Faith Kates <[REDACTED]>  
**Subject:** FW: CONFIDENTIAL Prep for Camilo discussion next week  
**Date:** February 27, 2018 at 3:48:26 PM EST  
**To:** Richard Kahn <[REDACTED]>

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**From:** Kim Fuchs  
**Sent:** Tuesday, February 27, 2018 1:46 PM  
**To:** Joel Wilkenfeld; Faith Kates  
**Subject:** CONFIDENTIAL Prep for Camilo discussion next week

In order to be prepared to move quickly next week, I've asked Marcum Search for some parameters to structure an offer.

Marcum Search has provided the following summary:

*Camilo is primarily interested in long term opportunity. He sees the first year in this role as being focused on building systems and putting the right processes and staff in place. He would like to know what the long term plans/objectives are for this Co-CFO role. Camilo's career plan is to ultimately grow his functionality into a broader role. He would like to help Faith & Joel to grow and run the business, on the COO or perhaps CAO level. Again he is not looking for this day one, but ideally is looking for this in a 3-5 year plan. He is aware that the max on the base is 250K, and he is pretty much already at that level. For him it is the long term future that is more important. He currently has some equity in Lokai. He is not looking for or expecting equity on day one, but ideally is looking for the opportunity to help grow the business while working towards some sort of equity stake down the road.*

Offer terms to consider:

Base salary: \$250,000

Title: CFO (drop Co-CFO concept), or other related title, e.g. Chief Administrative Officer, VP Finance, with US CFO, HR, IT all reporting to this position, as well as Office Mgrs for facilities and IT purposes. Future growth could be Global CFO or US COO, or other alternatives to be determined.

Reports to: Joel & Faith

Bonus: Discretionary bonus potential based on business operating performance. How do you want to quantify this? Could be a target based on global performance.

Equity position: To be evaluated in 18 to 36 months?

Direct reports:

- Offer an alternative position to current incumbent, retaining a title as US CFO; or alternatively Controller, Director US Finance, or other options to be considered
- US and UK Accounting staff
- IT consultants
- HR consultant (to determine HR staffing needs)
- Corporate Attorney for contracts; need a staffing assessment
- Any other direct reports for Q2 2018?

For your discussion so that we're as prepared as possible next week.

*Kim*

Kim M. Fuchs

Human Resources at NEXT Management

NEXT NY Office [REDACTED]

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