

From: Jeffrey Epstein <jeevacation@gmail.com>
To: Joseph Igala <[REDACTED]>
Cc: [REDACTED] <[REDACTED]>
Subject: Re: Igala's Salary
Date: Tue, 08 Mar 2011 13:59:16 +0000

You have done a great job,, let me talk to the managers. please remind me in one week, The entry boulder basket still looks very empty,, suggestion.? THis needs to be addressed,, do we have things in the nursery to fill, do we need to purchase more,, please make your trip to st croix.

On Mon, Mar 7, 2011 at 8:09 PM, Joseph Igala <[REDACTED]> wrote:

Good Afternoon,

In regard to the Matter of my request for a Salary Increase, originally discussed on Thursday February 17th 2011.

In a meeting attended by; You Mr. Jeffrey Epstein, Myself Igala Joseph, Gary Kearney, and [REDACTED] I made known my desire for an Increase in my salary.

My reason for doing so, at that time, was primarily due to the fact that my One Year Anniversary was coming up March 1st, 2011

When I was originally hired for the position of Landscape Supervisor in February of 2010 the details of my arrangement were;

- \$50,000 base Salary
- Full United Heath Care Benefits
- Monday through Friday = Work week (No Weekends Required)
- *Provision for re-negotiation of terms after 6 months of service

In September 2010 my six months of consecutive service had passed, and I made mention to [REDACTED] and Gary Kearney my desire

for an increase, due to the fact that after physically doing the job it was clear that the level of Responsibility, Accountability, and overall workload warranted a slightly higher wage. I was advised to "wait until the trees from Puerto Rico get here successfully" which I did, I waited and worked another 5 months.

Now let me say, that I enjoy my Job and I consider it a blessing to be able to exercise my experience, education and overall passion for plants on the LSJ project, which is truly one of a kind to say the least.

The only reason I am asking for a salary increase is because I feel the level of service I give does not reflect the compensation I am currently receiving, I truly believe my contribution is worth more, and to be completely honest, I Need more money for my household in exchange for my valuable time and energy.

Originally I asked for an increase from \$50,000 to \$75,000 which would bring me up to about \$35.00 per hour, a \$10.00 hourly increase, and a \$25,000 yearly increase, which I felt was a better reflection of the value of the work I perform.

That same afternoon You, offered me the ability to be a "sub contractor" to take away my health benefits, but give me the money I requested, you said you "haven't decided to go that route yet", but you wanted me to know that you "were looking right into it" I simply listened attentively to what you said, neither agreeing or disagreeing with the possible arrangement.

In the time that has passed since then, I thought a lot about my true motivation behind wanting more money, and it all boils down to simple economics.

I am unconcerned with weather or not others may or may not be doing less work and taking home more money. I don't care how much more others in my position were paid nor how little they accomplished during their time on the Island. I don't even worry about being one of the only Local Virgin Islanders to serve your corporation at this level.,,,,,,,,,,

All I Really Care about is providing for My family the best that I can, and giving the best, and most valuable service possible.

That being said I would like you to consider the following "counter offer"

Raise my Yearly Salary Only \$7,000 to \$57,000, leave my Health Benefits Untouched, And Allow me to work a Four day week.

This will allow me to take home \$2,000 every pay period after taxes, continue to give my family needed medical assistance, and allow me to generate the additional income I need for my Household by allowing me to work an extra day with my small business on St.Thomas.

I feel like this a Good solution. You don't have to pay a Lot more money. I will still be able to ensure that the Landscape crew is achieving our organizational objectives, and I feel between Peter and DupSon the crew will be fine for the one day I miss especially considering that the work will be laid out for them during the four days per week that I Will be there.

Please Consider this, as a workable option.

Thank You,

Igala Joseph
LSJ, LLC

[Redacted signature block]

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