

**From:** Jeffrey Epstein <jeevacation@gmail.com>  
**To:** Richard Kahn <[REDACTED]>  
**Subject:** Re: Janusz  
**Date:** Fri, 18 May 2012 22:25:20 +0000

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what relocation expenses.

On Fri, May 18, 2012 at 11:17 PM, Richard Kahn <[REDACTED]> wrote:

I know Darren mentioned he updated you on [REDACTED] conversation with Janusz and Ofelia. It seems that Janusz was left rather confused as he was given zero information and no mention of severance. Can you please advise on severance package you believe is appropriate and how i should answer when Janusz asks why he is being terminated.

>> Can you please give me guidance on the following:

>>

>> a) when would you like Janusz to leave property? assuming we will give him time to find a new home - as an fyi he has applied for a mortgage

>> b) Salary is 58,500 and start date is 1/24/2005 - how many weeks severance would you like to give? will it also include paid health insurance during that period of time?

>>

>> 4 weeks severance (4,500) + health insurance 1,300 = 5,800

>> 8 weeks severance (9,000) + health insurance 2,600 = 11,600

>> 12 weeks severance (13,500) + health insurance 3,900 = 17,400

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>> c) Relocation expenses seem extreme - your call?

>> d) We have never done release letters?

>> e) Ofelia will be paid \$200 per day for 14 days worked in NY totaling \$2,800

On a separate note Igor took the responsibilities list and started asking questions to Janusz before he was terminated. Not the smartest move.

I believe that he may be a short term solution but is not the best solution to assist [REDACTED] moving forward. In addition assuming Janusz is on property for a period of time will we continue to pay Igor 12k and health insurance?

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