

From: Richard Kahn <[REDACTED]>
To: Jeffrey Epstein <jeevacation@gmail.com>
Subject: Fwd: staffing concerns
Date: Thu, 14 Jun 2012 17:45:24 +0000

PLEASE NOTE EFFECTIVE JUNE 5TH MY CONTACT INFO WILL BE AS FOLLOWS:

Richard Kahn
HBRK Associates Inc.
575 Lexington Avenue, 4th Floor,
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[REDACTED]
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Begin forwarded message:

From: Richard Kahn <[REDACTED]>
Date: December 16, 2011 7:43:23 PM EST
To: Jeffrey Epstein <jeevacation@gmail.com>
Cc: Darren Indyke <[REDACTED]>
Subject: FW: staffing concerns

From: Wendy Martinez <[REDACTED]>
Date: Fri, 16 Dec 2011 14:06:34 -0700
To: Richard Kahn <[REDACTED]>
Subject: staffing concerns

Rich

Today, Friday, December 16, 2011 I have not heard from Steve nor from Karen (who many times sends a text or email) when Steve is going to be gone.

He had a dental appt. yesterday at 11:00 am and took the whole day off for it. I have not heard a thing or seen him since Wednesday.

Please note: Steve has been absent from work 5 days this month and worked 2 half days and left early another day. (and its only the 16th with Steve on vacation from Dec. 24 until Dec. 31)

We are so short staffed here and not knowing if and when he is coming or going has Mano and I trying to cover and maintain his responsibilities. Luckily, Mano went to the Dakota well this morning to check it and it was overflowing with water everywhere.

As I have stated before, until myself or Mano is given authority over Steve he will not answer to us. He has stated this in a very serious conversation to Mano on Wednesday.

My concern is as always work productivity and taking advantage of the situation. I feel communication is gone and that the ranch is suffering from the lack of work ethic and loyalty to the ranch and Mr. Epstein on Steve's part.

If I have not heard from Steve by Monday, Mano might cancel his vacation time he has next week so that the ranch is taken care of properly and I am not left trying to keep things going by myself.

I have spoke to Steve with regards to his work and was able to get him motivated enough to do some much needed painting in all the mechanical rooms at the main house in the time he has been here in the last week. I will continue to try to keep communication open with him and try to keep him motivated to work. His reliability and honesty have come into play and his duties are being checked all the time by Mano.

I just thought you should be kept aware of the situation.

Thank you for your time

Wendy