

**From:** "Jeanne Brennan" <[REDACTED]>  
**To:** <jeevacation@gmail.com>  
**Cc:** <[REDACTED]>, <[REDACTED]>  
**Subject:** FW: Ramon  
**Date:** Wed, 04 Dec 2013 15:00:28 +0000

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Jeffery,

Ramon is requesting his 3 month review with an increase in salary to \$48,000 are you okay with the increase.  
Jeanne

From below: How about I hold firm on the \$45,500 with an offer to review the \$48,000 rate in 3 months. This would be December and if you are still happy with him. Then offer \$48,000 as he could pick up work in December.

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**From:** Jeanne Brennan [mailto:[REDACTED]]  
**Sent:** Wednesday, September 18, 2013 11:46 AM  
**To:** 'Jeffrey Epstein'  
**Subject:** RE: Ramon

Ramon was happy/accepted the offer.

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**From:** Jeffrey Epstein [mailto:[jeevacation@gmail.com](mailto:jeevacation@gmail.com)]  
**Sent:** Wednesday, September 18, 2013 10:35 AM  
**To:** Jeanne Brennan  
**Subject:** Re: Ramon

ok

On Wed, Sep 18, 2013 at 10:25 AM, Jeanne Brennan <[REDACTED]> wrote:  
I think that \$45,500 is a good/market offer and he would have to hustle to get that out there now. And work would not be consistent - especially in September/October.

How about I hold firm on the \$45,500 with an offer to review the \$48,000 rate in 3 months. This would be December and if you are still happy with him. Then offer \$48,000 as he could pick up work in December.

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**From:** Jeffrey Epstein [mailto:[jeevacation@gmail.com](mailto:jeevacation@gmail.com)]  
**Sent:** Wednesday, September 18, 2013 10:11 AM  
**To:** Jeanne Brennan  
**Subject:** Re: Ramon

what do you think?

On Wed, Sep 18, 2013 at 10:08 AM, Jeanne Brennan <[REDACTED]> wrote:  
LSJE does not offer health benefits. So no cost to LSJE. No benefit to employee.

Company Tax is approx 9% for all payroll taxes - FICA,FUTA,SUTA, workman's comp.

He will pay .0765% for his portion of FICA ( but he would technically owe .153% as an independent - if he is filing taxes. Technically a benefit to employee \$3500 and a cost to company of \$3500. Although most of these guys only see it as a cost to them.

Withholding tax - should be the same effect whether he is on payroll or an independent - if he is reporting income then he will have withholding taxes due based on his bracket.

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**From:** Jeffrey Epstein [mailto:[jeevacation@gmail.com](mailto:jeevacation@gmail.com)]  
**Sent:** Wednesday, September 18, 2013 9:49 AM  
**To:** Jeanne Brennan  
**Subject:** Re: Ramon

tax , health.

On Wed, Sep 18, 2013 at 9:42 AM, Jeanne Brennan <[REDACTED]> wrote:  
I communicated the offer of \$45,500(see notes below) to Ramon and he hesitated at this amount as he is looking for \$48,000.

Should I:

- a. Hold firm on \$45,500 - possibility of losing him. ( your cost \$49,595)
- b. Extend the \$48,000 (\$185 day rate) ( your cost \$52,320)

Market background: My husband hires day captains. Going rate for a boat captain is \$125 a day plus tips. The dynamic captains get \$100 a day in tips. Average captains get \$50 a day in tips. On the open market a good captain would be lucky to get \$200 a day with consistent work.

Jeanne

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