

From: "jeffrey E." <jeevacation@gmail.com>

To: Joshua Cooper Ramo <[REDACTED]>

Subject: Re:

Date: Tue, 25 Nov 2014 20:38:58 +0000

Just keep repeating 4.5 is fair . No explanation , defense . He said no up . We refuse down . Slowly slowly

On Tuesday, November 25, 2014, Joshua Cooper Ramo <[REDACTED]> wrote:

His reaction was "Well, revenues are down 25%. I think it would be hard for your number to go up in a year when revenues are down. To get to 4.5 would be a very large adjustment from where we are. It would mean taking away from other people in the firm."

To which I said: "I think 4.5 seems fair to me. The compensation should reflect who is generating the revenue. Doesn't seem fair to me that in a year when my business is up a bit my comp goes down dramatically."

He said Henry has to decide and he'll talk with him.

Thoughts

On Sun, Nov 23, 2014 at 2:11 PM, Joshua Cooper Ramo <[REDACTED]> wrote:

Tks.

On Sun, Nov 23, 2014 at 1:38 PM, jeffrey E. <jeevacation@gmail.com> wrote:

i would just say given its 18 i think 25 % of that is fair at 4.5. if it then goes up, you should ask for an additional 25 %

On Sun, Nov 23, 2014 at 2:18 PM, Joshua Cooper Ramo <[REDACTED]> wrote:

Thanks. Extremely helpful chat.

Question: Looks like the net number may go up by about 2.5 in the next week if another fee gets triggered on a deal I started, so we'd be at 20 more or less in my business this year. But I won't know for sure for a week or so. So if I make the call on Wednesday this week, should I say -- seems to me 4.5 is fair at the 18 number, and about 5.25 at the 20 number?

On Sun, Nov 23, 2014 at 1:16 PM, jeffrey E. <jeevacation@gmail.com> wrote:

to summarize , I have given it considerable thought , and what I think is FAIR is 4,5 . I have increased the percentage of the firms biz. 18 vs 24. 18 vs 26 counter BLAH BLAH< I think 4.5 is fair. ----- no further explanation until later. -- but as you know revenue are down etc. , I think 4.5 is fair

--

please note

The information contained in this communication is confidential, may be attorney-client privileged, may constitute inside information, and is intended only for the use of the addressee. It is the property of JEE

Unauthorized use, disclosure or copying of this communication or any part thereof is strictly prohibited and may be unlawful. If you have received this communication in error, please notify us immediately by

return e-mail or by e-mail to jeevacation@gmail.com, and destroy this communication and all copies thereof, including all attachments. copyright -all rights reserved

--

please note

The information contained in this communication is confidential, may be attorney-client privileged, may constitute inside information, and is intended only for the use of the addressee. It is the property of JEE

Unauthorized use, disclosure or copying of this communication or any part thereof is strictly prohibited and may be unlawful. If you have received this communication in error, please notify us immediately by return e-mail or by e-mail to jeevacation@gmail.com, and destroy this communication and all copies thereof, including all attachments. copyright -all rights reserved

--

please note

The information contained in this communication is confidential, may be attorney-client privileged, may constitute inside information, and is intended only for the use of the addressee. It is the property of JEE

Unauthorized use, disclosure or copying of this communication or any part thereof is strictly prohibited and may be unlawful. If you have received this communication in error, please notify us immediately by return e-mail or by e-mail to jeevacation@gmail.com, and destroy this communication and all copies thereof, including all attachments. copyright -all rights reserved