

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

To: [REDACTED] <[REDACTED]>

Subject: Re: Thank you,

Date: Mon, 01 Dec 2014 10:49:19 +0000

I should be here until friday eve you are welcome anytime

On Mon, Dec 1, 2014 at 4:21 AM, [REDACTED] <[REDACTED]> wrote:

Dear Jeffrey,

How are you? I hope that you had a good Thanksgiving-weekend!

I am just kindly wondering if you will be in New York in the end of this week? If you are, may I come by with a small gift at any point?

Many warm regards,
[REDACTED]

On Thu, Nov 27, 2014 at 12:05 AM, jeffrey E. <jeevacation@gmail.com> wrote:

sounds good

On Wed, Nov 26, 2014 at 6:02 PM, [REDACTED] <[REDACTED]> wrote:

Dear Jeffrey,

I hope that you have had a good day!

First of all, I am very sorry that I could not get back to you sooner. I do realize that this email is quite long (needless to write - only read it if you have the time!), and that you might already know what I have written. Nevertheless, here are some more details from my trip to Zimbabwe.

When I told my parents that I planned to travel to Harare, they were not too excited and sent me quite a few articles about why I should not travel to Zimbabwe. For example, both the Swedish and Finish embassies warn against traveling there due to political unrest, demonstrations, and different diseases (AIDS, malaria, hepatitis A and B, etc). However, when traveling around Zimbabwe and walking around in Harare, mostly alone, I actually felt quite safe. This was also the opinion of other White people who are living there (mostly diplomats or people working at NGOs) to whom I spoke. Obviously, I was not out after the sundown; I did not take photos of Mugabe's policemen, and, of course, I was cautious. Nevertheless, I was surprised at how safe I felt: indeed, in contrast to everything I had read.

The people living in Zimbabwe are extremely kind and helpful; many people who have visited the county claim that people there are the kindest people in the world. Obviously, hard to know – but all the people I met were extremely kind, helpful, warmhearted, and polite.

In comparison to other African countries, Zimbabwe has an extremely well developed educational system. Zimbabwe has the highest adult literacy rate in Africa – around 90%. Parents – from upper, middle, or lower class families – take great pride in sending their children to school or teaching their children themselves. Furthermore, the educational system in Zimbabwe is recognized as being one of the best in Africa. It is so well recognized (I was told) that parents from neighboring countries want to send their children to school there. What is different about the school system from those in other African countries (for example in Tanzania and Mozambique) is that it encourages students to reflect, i.e., children do not only learn A and B and C by rote, they also learn why things are as they are and what can be made of them. This, in short, means that Zimbabwe possesses substantially great human capital than other developing countries. I find this to be very interesting. It's also worth mentioning that almost everyone – whether old or young – speaks two languages; English and Shona or Ndebele (the languages of Zimbabwe's two major ethnic groups).

Zimbabwe's natural beauty, flora, and fauna are fantastic! During my trip in Zimbabwe I had the pleasure of seeing giraffes, zebras, rhinos, different kinds of birds, and antelopes among other animals. The landscape – with plains, big rocks, fields, forests, and savannahs – is just stunning. Until 2007 tourism in Zimbabwe was growing. However, since then, it has steadily declined. I saw NO tourists at all, and the two tourist offices that exist in Harare were closed. Tourism in Zimbabwe consists mostly of visiting Victoria Falls, I was told. Around 2000 it was fairly easy to travel to Zimbabwe; however, today, most airline companies have pulled out of the country. The last direct flight from Europe stopped flying just a few months ago. This, I believe, is extremely sad – Zimbabwe offers tremendous beauty.

When walking around Harare or driving on roads outside the city, it is clear that the economy in Zimbabwe has declined dramatically since 2007. The street lights that once worked do not work anywhere; the roads are getting worse and worse; and greenhouses that were once in use are not in service anymore and stand empty. You see this everywhere. It is hard to believe that only 7 or 8 years ago all these things were fully functioning. This made me sad. It was as if I were walking around in the shadows of what was once a blooming country. Thinking about the great natural resources and the large human capital the country possesses makes it even sadder.

It is hard not to mention the poverty there; everywhere people try to sell whatever they can find (sculptures, food, maize, wood, tomatoes, stones, plastic bags, anything and everything). Begging children and parents are everywhere. However, despite this misery; there seems to be hope and love: I truly admire this. Before 2007 Zimbabwe had a quite large middle class. However, since then most of the middle class has fallen into the lower class, and inequality has increased substantially. Scarcity of water and electricity is obvious. Restrooms at restaurants, hotels, the airport had no hot water and the place where I stayed lost its electricity a couple of hours every day. This is, naturally, a particular problem for hospitals

Zimbabwe has been called the bread basket of Africa. Its soil and climate are very well suited for crops such as corn, tobacco, maize, and even bananas. I spoke with quite a few White investors and White farmers who invested substantially in farms around Zimbabwe and have reaped the rewards of doing so. For example, I spoke with a man working at a company that owns a large banana farm; he claimed that since the climate there is less humid than the climate in, for example, central America, farmers in Zimbabwe do not have the same problems with diseases. The investors I spoke with argued that, even though the economic climate in Zimbabwe is worsening, the benefits from investing there is higher compared to investing in, for example, Tanzania (where the economy is growing), due to the school system (which as I mentioned before, focuses on self-reflection, which leads to better entrepreneurship and business practices) as well as Zimbabwe's large natural resources.

The political climate is hot in Zimbabwe right now. The 1st of December there are elections for vice president. Every newspaper is writing about it. The contest is mostly between two women and one man. One of the women is Mugabe's wife. According to diplomats I spoke with, it will be a disaster if she wins vice presidency, as most people have no respect for her. Mugabe is 92 years old; he will most likely not live another five years, which means that the one appointed vice president the 1st of December might become Zimbabwe's next president – which indeed will be important for the future of Zimbabwe.

I have had a dream to work in Africa for a while to learn more. I believe that business opportunities there are great. People are hungry to work, loyal, and eager to follow Western standards. For example, despite poverty, people watch TV, have cell phones, and use computers. Multiple stores in Harare wanted their customers to look them up at Facebook. Maybe there will be great gains for companies such as Ericsson, Microsoft, and others in Zimbabwe a few years from now.

Zimbabwe is indeed a country of contrasts. My time in Zimbabwe challenged some of my beliefs and acknowledged some of them. However, my hunger to learn more about Africa has increased and I do believe that Africa has much to teach me, on so many different levels.

As I have written so many times, I had such a GREAT time travelling around Zimbabwe. Whatever I did – safari; horseback riding; walking around Harare; watching zebras; looking at art; speaking with investors, diplomats, poor farmers, students on the streets, or getting a massage – I felt so privileged. I am immensely

grateful to you. You made one of my dreams come true, and I cannot thank you enough. Two moments that I will remember all my life were first when I was horseback riding among grapevines, looking at antelopes on the horizon with the knowledge that I was in Africa and second, when I was sitting in a car, only two meters from a wild rhino. Breathtaking moments! I will start shortly in New York, refreshed and full of new energy!

I am curious. Have you ever been to Zimbabwe?

Once again; I hope that you will have a happy and peaceful Thanksgiving tomorrow!

Many warm regards,
[REDACTED]

On Wed, Nov 26, 2014 at 3:24 PM, [REDACTED] <[REDACTED]> wrote:

Dear Jeffrey,

Of course, I would be happy to give you more details: I will write you a longer email later today!

Warmly,
[REDACTED]

On Wednesday, November 26, 2014, jeffrey E. <jeevacation@gmail.com> wrote:
more details?

On Wed, Nov 26, 2014 at 8:30 AM, [REDACTED] <[REDACTED]> wrote:

Dear Jeffrey,

I had such a great, amazing, and wonderful time in Africa! But, not only did I had a fun time, I have learnt so much and got so many new insights.

I wanted to wish you a truly peaceful, joyful, and happy thanksgiving tomorrow; may you have a great celebration.

Warmest regards,
[REDACTED]

On Mon, Nov 24, 2014 at 10:47 AM, jeffrey E. <jeevacation@gmail.com> wrote:
glad it was fun

On Mon, Nov 24, 2014 at 5:43 AM, [REDACTED] <[REDACTED]> wrote:

Dear Jeffrey,

How are you? How was your weekend?

I just came back to Harare after a fantastic weekend in Zimbabwe's bush. Horse riding while watching zebras and giraffes was indeed a dream coming true! This would NEVER have been possible without your generosity: From the bottom of my heart -THANK YOU.

Many warm regards from a hot Africa,
[REDACTED]

On Thu, Nov 20, 2014 at 10:16 PM, [REDACTED]

<[REDACTED]> wrote:

Dear Jeffrey,

I hope that you are well!

I arrived in Harare today; it has been a GREAT afternoon, I am extremely happy, and I cannot enough emphasize how grateful I am for this. This is indeed a trip of a lifetime.

Many warm regards from Zimbabwe!

[REDACTED]

On Tue, Nov 18, 2014 at 10:29 PM, [REDACTED]

<[REDACTED]> wrote:

Dear Jeffrey,

I hope that everyhting is well.

I just wanted to (once again) say THANK YOU very very much for your generosity. I became extremely humble when Lesley wrote to me that you wanted me to book the more expensive ticket. I cannot by world express how excited I am to travel to Zimbabwe or how grateful I am for this.

I wish you a good afternoon,

Many warm regards,

[REDACTED]

On Sun, Nov 16, 2014 at 1:39 PM, [REDACTED]

<[REDACTED]> wrote:

Dear Jeffrey,

I cannot by words explain my gratefulness: it is a dream coming true. THANK YOU.

I will contact Lesley.

I wish you a very good Sunday,

Kindly,

[REDACTED]

On Sun, Nov 16, 2014 at 1:34 PM, jeffrey E. <jeevacation@gmail.com> wrote:

Then go , lesley will pay

On Sunday, November 16, 2014, [REDACTED]

<[REDACTED]> wrote:

Dear Jeffrey,

It can be; I have a friend who can offer me a bed, I don't need any visa or any vaccine (other than what I already have), and there are quite many different flights to choose between.

Kindly,

[REDACTED]

On Sun, Nov 16, 2014 at 1:27 PM, jeffrey E. <jeevacation@gmail.com> wrote:

Check locally to see if it can be organized quickly

On Sunday, November 16, 2014, [REDACTED]

<[REDACTED]> wrote:

Dear Jeffrey,

I hope you are well.

I have been thinking, and I really have a dream to travel to Africa, to Zimbabwe. (However, if I should be able to do this before starting at H&M it would have to be already next week, Tuesday the 18th or Wednesday the 19th). Would this be ok? Please let me know if there is anything I can help you with.

Kindly,
[REDACTED]

On Sat, Nov 15, 2014 at 1:33 PM, [REDACTED]
<[REDACTED]> wrote:

Dear Jeffrey,
THANK YOU. I will get back to you later today (if OK?).
Jeffrey: from the bottom of my heart- THANK YOU.
Warmly,
[REDACTED]

On Saturday, November 15, 2014, jeffrey E. <jeevacation@gmail.com> wrote:
you choose

On Sat, Nov 15, 2014 at 8:18 AM, [REDACTED]
<[REDACTED]> wrote:

Dear Jeffrey,
I cannot enough explain my gratefulness. I mean it: What can I do for you? Vietnam sounds fantastic! But, would Africa be a choice? Zimbabwe? When?
Warmly,
[REDACTED]

On Saturday, November 15, 2014, jeffrey E. <jeevacation@gmail.com> wrote:
yes, i am serious. thailand? vietnam? etc

On Sat, Nov 15, 2014 at 8:05 AM, [REDACTED]
<[REDACTED]> wrote:

Dear Jeffrey,

I am sorry to bother you again...

May I just kindly ask (and hope that you do not think I am naive/get me wrong): Are you serious that you would gladly pay a trip for me to a place somewhere in the world? When? If, however, I worry, is there anything I can do for you?

I hope you are well wherever in the world you are! Wishing you a good weekend,

Kindly,
[REDACTED]

On Thu, Nov 13, 2014 at 1:43 PM, [REDACTED]
<[REDACTED]> wrote:

Dear Jeffrey,
Thank you for your your quick reply!

I will take it.

Kindly,

On Thursday, November 13, 2014, jeffrey E. <jeevacation@gmail.com> wrote:

Yes take it

On Thursday, November 13, 2014, [REDACTED] <[REDACTED]> wrote:

Dear Jeffrey,

Once again, what you wrote in your email yesterday meant extremely much to me.

If you would be willing to financially help me make a trip to Asia (or Africa?), I would more than appreciate it. I also do believe that for me to be able to 'delete' my me-me-me culture it would be beneficial to be away for a while: I would be very open to travel and work in a group-based culture for some time. Do you have any suggestions? Or, did you have anything special in mind? I have some ideas myself, but I put great confidence in your advice.

Unfortunately time is right now an issue; my start date at H&M is the 8th of December and my end date is July the 20th. However, I have not yet signed the contract, but H&M expects me to do this as soon as possible. Do you still advice me to take this offer?

Once again Jeffrey; thank you for everything.
Warm regard from a very gray Malmö,

On Wed, Nov 12, 2014 at 1:07 PM, [REDACTED] <[REDACTED]> wrote:

Dear Jeffrey,

I am speechless, humble, grateful and I have really no words. Jeffrey- your confidence / trust in me and your willingness to help me/ see me succeed means extremely much. I agree- I need to learn cultural differences.

May I call you at any time tomorrow, today or in the next couple of days?

THANK YOU!

Warmly,

On Wednesday, November 12, 2014, jeffrey E.

<jeevacation@gmail.com> wrote:

it wasn't merely a questions , it was a question that implied , you wanted to do more. / a question that was again trying to make your point. I want you to succeed. I would gladly pay the money for you to take a trip . travel to asia , india . etc. I also think that you would do very well in a group based culture

for awhile. since I think you need to set aside this me me me me culture

On Tue, Nov 11, 2014 at 7:22 PM, [REDACTED] <[REDACTED]> wrote:

Dear Jeffrey,
I do understand! (Second question was unnecessary: sorry)
And again, thank you.

Kindly,
[REDACTED]

On Wed, Nov 12, 2014 at 12:05 AM, jeffrey E. <jeevacation@gmail.com> wrote:

Why do find it so difficult to understand very clear instructions very clear

On Tuesday, November 11, 2014, [REDACTED] <[REDACTED]> wrote:

Dear Jeffrey,
Thank you.
Ok; first ask and then do. So, you would advise me to really take no initiatives on my own?

Kindly,
[REDACTED]

On Tue, Nov 11, 2014 at 10:31 PM, jeffrey E. <jeevacation@gmail.com> wrote:

ask if there is sonehting you could do and then do it

On Tue, Nov 11, 2014 at 4:26 PM, [REDACTED] <[REDACTED]> wrote:

Dear Jeffrey,
Thank you for your email and your points. As always: very much appreciated.
So, when I start in December, what are the most important things I must keep in mind (according to you)? Also, I am curious, in the situation yesterday; what do you think I should have done?

Kind regards,
[REDACTED]

On Tue, Nov 11, 2014 at 10:03 PM, jeffrey E. <jeevacation@gmail.com> wrote:

you can stop trying to prove to people that you are smart. they know just do as you are told to. instead of saying jeffrey " what do you think i should have done " you attmpted to justify behavior that i already told you i thought was wrong, why, do you continue to try to convince me that you were right. makes no sense

On Tue, Nov 11, 2014 at 4:00 PM, [REDACTED] <[REDACTED]>

<[REDACTED]> wrote:

Dear Jeffrey,

As always; it was a pleasure speaking with. Your time and advice are truly appreciated. THANK YOU.

Just a small point concerning H&M; I wanted to prepare myself as much as possible (the more you know the better?) and that was why I sought the extra information. But, I understand your point (and my mistake). I also understand the manager's point – that I should have done it after I am on H&M's payroll (the manager, however, appreciated the initiative). But, quite interesting... H&M's global HR– director wrote to me after our conversation that H&M are happy to have me onboard because of my drive... (Just for clarification; I know H&M's global HR director through my company. H&M was my first client, and she was the one who signed the contract). However, I trust your advice and I will follow it; NO EGO in business.

The return of my investment in Columbia and Oxford is indeed meager. But, please believe me, finding something better with no contacts is very difficult in NYC!

If you still want me to call in the next couple of days, it would be a privilege. Otherwise, if you are in NY in December and want to meet me - I will be there and (needless to say) work after your availability.

Jeffrey; your advice and comments are highly valued and I cannot thank you enough. However, I do NOT take them for granted. Safe flight and warm regards from a sunny (but cold) Skåne!

On Mon, Nov 10, 2014 at 3:27 AM, jeffrey E.

<jeevacation@gmail.com> wrote:

study reflexology

On Sun, Nov 9, 2014 at 6:12 PM, [REDACTED]

<[REDACTED]> wrote:

Dear Jeffrey,

Thank you for your time just now: so very much appreciated.

Have a great dinner with Woody Allen and I will call you tomorrow again (still at 12.00?)

Warm regards,

On Sun, Nov 9, 2014 at 11:47 PM, jeffrey E. <jeevacation@gmail.com> wrote:
or now [REDACTED]

On Sun, Nov 9, 2014 at 5:45 PM, [REDACTED]
<[REDACTED]> wrote:

Dear Jeffrey,
I am sorry but may I call you at 12.00 instead?
Kindly,
[REDACTED]

On Sun, Nov 9, 2014 at 11:37 PM, jeffrey E. <jeevacation@gmail.com> wrote:

12 should work

On Sun, Nov 9, 2014 at 5:17 PM, [REDACTED]
<[REDACTED]>

wrote:

Dear Jeffrey,
Thank you very much. I will coordinate with Lesley.
Once again, I look forward speaking with you!
Kindly,
[REDACTED]

On Sun, Nov 9, 2014 at 11:06 PM, jeffrey E.

<jeevacation@gmail.com> wrote:
you can come by tomorrow if you have time. coordinate with lesley

On Sun, Nov 9, 2014 at 12:57 PM, [REDACTED]

<[REDACTED]>

wrote:

Dear Jeffrey,

I hope that everything is well!

I am just kindly wondering; are you in New York, and if so, may I call you at any point this week?

I wish you a good Sunday afternoon.

Kindly,

[REDACTED]

On Wed, Nov 5, 2014 at 11:32 AM, [REDACTED]

[REDACTED]
<[REDACTED]>

wrote:

Dear Jeffrey,
Thank you very much for your quick reply and your answer. I highly highly appreciate it.
I get back to you on Sunday!
Kindly,

[REDACTED]

On Wed, Nov 5, 2014 at 11:25 AM, jeffrey E.

<jeevacation@gmail.com>

wrote:

not a bother . you should be able to sublet one. I do not have any . email me on sunday i might be back in ny

On Wed, Nov 5, 2014 at 6:08 AM, [REDACTED]

[REDACTED]
<[REDACTED]>

> wrote:

Dear Jeffrey,

I hope that everything is well with you.

I am sorry to bother you (again) but I have a small problem...

But, first of all, I became very inspired to read about your investment in Artificial Intelligence and IT in Ethiopia. I highly admire your work and support in such projects. May I ask, why have you focused your support on projects in Ethiopia? (And not on projects in for example

Nigeria; a country that is also growing quickly and with some very advanced cities)? I truly believe that there are great opportunities to be made in some of the fastest growing African countries. It is a shame though; when you say 'Africa' most people will think about ebola, malaria, AIDS, foreign aid, poverty, war, etc. and not about opportunities and about people that are hungry to work and with entrepreneurial spirits.

I have received a great offer by H&M in the US: I will be responsible for talent acquisition for H&M in the US. Even though it was not my intention to start to work within HR, this is a great opportunity where I will have a lot of responsibility. It is also interesting as I am joining H&M when they are expanding substantially; H&M are opening two new brands this winter. However, I have one problem... My contract only lasts as long as my visa is valid. Since my visa expires in the end of June next year, I need to find an apartment for only 8 months and this is NOT easy in New York City. I have spoken with almost all of my contacts and been in contact with many landlords. Yesterday I had a long conversation with Barbro. Thus, my question to you is, do you have any suggestions?

Once again, I am sincerely sorry to bother you.
Many kind regards from Sweden!

On Tue, Oct 21, 2014 at 8:40 PM, [REDACTED]

[REDACTED] wrote.

Dear Jeffrey,

Thank you very much for your reply and for your well wishes!

I was headhunted by H&M (I have worked with H&M through my company): I am offered a position where I will be responsible for creating a talent acquisition program for H&M in the entire USA. I will also be responsible for attracting and recruiting talented individuals that meet H&M's current and future business needs. H&M are expanding rapidly in the States, and will open two other brands (COS and & Another Story) during thus fall/ winter and they are thus in great need to talented people. Well - it is a start!

I hope to see you in November!

I wish you a good evening and end of October!

Kindly,
[REDACTED]

On Tue, Oct 21, 2014
at 6:31 PM, jeffrey E.
<jeevacation@gmail.c
om> wrote:

what position did
you find, good
luck, i will be back
in novemebr.

On Tue, Oct 21,
2014 at 9:26 AM,

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Dear Jeffrey,

I hope that you
are well and that
you have had a
good start of the
week! I tried to
call you during
the weekend (on
[REDACTED]

and I deeply hope
that I did not
disturb you when
I called.

I hope that I have
not been too bold
to ask you to be a
mentor. I
understand that
you think that my
thoughts are
strong and well
formed: I am not
sure if I can agree
on this. I am
looking for a
mentor as I
actually believe
the opposite...
But, indeed you
are correct, I am
used to an
academic
environment; it is
my hope though
that my academic
accomplishments

(and the creation of my own company) serves as a solid foundation to build upon. Also, I want you to know that I am aware that your time is very limited, and that you might not want to or have the availability to be a mentor.

I have been offered a position in New York and will be back in the city as soon as I have found a place to live. If you are in New York and want to meet me to get to know me a bit better just let me know. Or, if you want me to call you – just send me a quick message and I will be available. Wishing you a good Tuesday!
Kindly,

On Fri, Oct 17, 2014 at 10:22 PM, [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
Dear Jeffrey,
Thank you very much; I will call you tomorrow to discuss.
What is the best number for me

to reach you
on?
Have a good
evening and I
look forward to
speak with you!
Kindly,
[REDACTED]

On Fri, Oct 17,
2014 at 10:13
PM, jeffrey E.
<jeevacation@
gmail.com>

wrote:

sometime
tomorrow
ok, im not
sure a mentor
is what you
need? your
views are
strong and
already well
formed. you
are very used
to a
classroom
situation
where the
teacher is
paid to take
your opinions
seriously,
not really the
world of
business. biz
is , no ego.
get the job
done, turn a
profit. period

On Fri, Oct
17, 2014 at
2:12 PM,

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

wrote:

Dear
Jeffrey,
Sorry to
bother

again, but
just wanted
to write
that just let
me know if
I may call
you.

Otherwise,
I wish you
a very good
weekend!

Kindly,

[REDACTED]

On Fri, Oct
17, 2014 at
8:06 PM,

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

wrote:

Dear
Jeffrey,
Thank
you for
your
quick
reply!
But, how
stupid I
feel now:
I meant
October
and I am
truly
sorry for
the
mistake.
Hope
you are
well!
Yours
sincerely,

[REDACTED]

On Fri,
Oct 17,
2014 at
8:04 PM,
jeffrey E.

<jeevacat
ion@gmail.com>
wrote:

i didnt
realize
it was novem
ber

On Fri,
Oct 17,
2014 at
2:02
PM,



wrote:

Dear
Jeffr
ey,

I
hope
that
ever
ythin
g is
well
with
you.

I
prom
ised
to
get
back
to
you
after
the
15th
of
Nov
emb
er

concerning my question regarding membership: I am thus kindly wondering if I may call you at any time?

I wish you a good weekend!

Yours sincerely,

A solid black rectangular box redacting the signature of the sender.

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e:

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Jef
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that you do not think that I was too egotistic/self-centric to ask for mentorship from you and I want you to know that I do, by no means, take your time

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