

From: LSJ GSJ <[REDACTED]>
To: J Epstein <jeevacation@gmail.com>
Subject: Re: LSJE_EMPLOYEE_PACKAGE_PC_101618
Date: Mon, 22 Oct 2018 12:52:37 +0000

Good Morning,

The last conversation regarding transition of Independent Contractors to Employees you indicated the date of Sept 2018, Patrick was contracted under the impression a review would be done at this time.

I received no response to E Mail 10/12/18, regarding the employment of Patrick Cena, receiving a response to the attached E Mail after 3 days.

As mentioned we have 2 open Boat Captain positions and now likely 3. With 1 open Boat Mate position I have interviewed 9 Boat Captains, each requesting compensation between \$20.00 to \$28.00 per hour as Independent Contractors.

4 interviews for Boat Mates have been completed each requesting compensation ranging from \$15.00 to \$19.00 per hour

Patrick Cena - is currently receiving \$16.88 per hour, \$1.88 above our lowest paid Employee/Independent Contractor

Randy Amparo - \$20.00 per hour - as an Employee

If Patrick does decide to stay as an Independent Contractor, he should at least be paid a rate reflecting his position, qualifications, experience, skills and responsibilities. He has proven to be a good addition to the crew and his local knowledge has been invaluable

I am requesting that Patrick Cena be paid \$20.00 per hour as an Independent Contractor with a review to an Employee Jan 2019. There is little chance that Patrick will take this offer, but we are hoping that he at least will consider it

Regards
Karen

On Fri, Oct 19, 2018 at 11:34 AM Richard Kahn <[REDACTED]> wrote:

jee has not approved attached

jee did approve increase from 135 per day to 150 per day and patrick will remain as a contractor

jee will revisit in january 2019

thank you

Richard Kahn
HBRK Associates Inc.

[REDACTED]

Begin forwarded message:

From: LSJ GSJ <[REDACTED]>
Subject: LSJE_EMPLOYEE_PACKAGE_PC_101618
Date: October 16, 2018 at 3:17:26 PM EDT
To: Richard Kahn <[REDACTED]>, Brice LSJ <[REDACTED]>, Una Pascal <[REDACTED]>

Good Afternoon Rich

Attached completed Employee Employment Package for Patrick Cena, whom has been working as an Independent Boat Captain Contractor since Feb 5th 2018 at rate of \$135.00 per day. LSJE would be changing his employment effective 10/22/18 to a rate of \$50,000 per year

With C'Quan Dequental (Boat Mate/Boat Captain) taking a very good position on St Thomas, before LSJE was able to offer him an Employee position, this leaves LSJE with 2 Employee Boat Captains, with no one else in the Marine division.

An interview for a possible new candidate is set for October 19th. 2 Interviews where completed late last week, with both candidates requesting anywhere from \$20.00 to \$28.00 per hour with far less experience than Patrick

Please advise if you require further information

Warmest regards
Karen

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The St. James Group
[REDACTED]

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The St. James Group
[REDACTED]