

From: J <jeevacation@gmail.com>

To: Stephanie Remington <[REDACTED]>, Richard Kahn <[REDACTED]>

Subject: Re:

Date: Sun, 10 Mar 2019 18:47:24 +0000

fyi, you submitted a request for both you and patrick , just as in all other homes. it is split 5050. patrick cannot accept only his half.

On Sun, Mar 10, 2019 at 12:46 PM Stephanie Remington <[REDACTED]> wrote:

My Current Pay Rate

Based on averages from the last four pay periods (8 weeks) my projected annual salary without making any changes will be \$87,750.

This is based on me invoicing you for the hours I work (average 62.5/wk) at the same pay rate as when I was Karen's assistant (\$27/hr).

This comes out to an average of about \$1687.50/week.

I am asking for a pay rate increase of \$5/hr @ 62.5/wk in recognition of my elevation of responsibilities as manager. This will bring us to the \$2,000.00/week I requested.

Patrick thanks you for the opportunity and will accept \$80K.

Pay Rate Comparison to Comparable Employees

Because I am the sole person here who oversees all the administration on this side of the water including personnel and finance, I have more responsibilities and I have a pretty good idea of what people make here. For example, Mike's current contract is for \$100K, includes paid holidays and 3 weeks paid vacation (exactly what I've requested). He cannot do what he does without me and vice versa. I believe we should be paid comparatively.

Paid Leave

Ideally employees receive two days off for every five (basically, a weekend).

The policy implies at minimum, a day off at least every 11th day (employees are expected to work up to ten straight days when needed). That's a minimum of 33 days off per year.

The policy also provides for 5 sick days and 12 holidays.

The total days off permitted per year for employees via the policy, then, is a minimum of 50 days.

We requested 38.

I need to be able to condense those days off for quarterly travel and to keep the rest in my back pocket for family emergencies. I will make meticulous arrangements so that my absence will not be felt here. Of all the requests, this one is the most important to me.

Stephanie Remington
LSJE, LLC

On Sat, 9 Mar 2019 at 18:35, J <jeevacation@gmail.com> wrote:

i think 80k each. number 5 no of course. . too many houses. everyone has same deal. she is big about standardization . same with vacation but we can make allowances.

On Sat, Mar 9, 2019 at 5:07 PM Stephanie Remington <[REDACTED]> wrote:

Per person:

1. \$2K/week
2. Groceries (cont)

3. 38 days Paid Leave (the equivalent of 12 holidays, 5 sick days, 21 days/3 weeks of vacation keeping in mind that we are otherwise here 7 days per week through holidays and weekends)
4. Brought onto payroll as employees for tax purposes
5. Permission to establish a small pre-approved guest list (complete with confidentiality and liability release forms) of persons allowed to stay with us when principal is not on island

Stephanie Remington
LSJE, LLC

On Sat, 9 Mar 2019 at 13:40, J <jeevacation@gmail.com> wrote:

what do you guys suggest for compensation? re patrick and steph. march 15 is this week?

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please note

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