

From: "jeffrey E." <jeevacation@gmail.com>
To: Faith Kates <[REDACTED]>
Subject: Re: mark
Date: Sat, 29 Jul 2017 20:48:50 +0000

have him get the books in order first . one month full time. pay 100k for the month. then decide

On Sat, Jul 29, 2017 at 1:37 PM, Faith Kates <[REDACTED]> wrote:
No thoughts on his proposal

Sent from my iPhone

On Jul 29, 2017, at 11:26 AM, jeffrey E. <jeevacation@gmail.com> wrote:

you sent me a request to speak?

On Sat, Jul 29, 2017 at 10:25 AM, Faith Kates <[REDACTED]> wrote:
?

Sent from my iPhone

On Jul 29, 2017, at 7:50 AM, jeffrey E. <jeevacation@gmail.com> wrote:

weekend better

On Fri, Jul 28, 2017 at 5:56 PM, Faith Kates <[REDACTED]> wrote:
We may need to find someone who we can better afford thoughts

We had a long talk, and I'm glad that we did have this conversation. I recommend that the 3 of us have a conf call to discuss and then have another round of dialogue with Mark

Mark's position is still very much as he stated early in his conversations:

-He feels he can add a lot of value and is interested in contributing to bring NEXT to the next level Of growth

-he is interested in a senior exec position, with a CFO reporting in to him as well as the other administrative functions, including those things that currently report to Milie, and IT & HR

- he would want to see an org structure that allows him to be an active regular part of executive decision making

The information he shared early on is still his position; may interpretation of how he conveyed this is that he feels this reflects adding a COO who will have the credibility and strength to reform the organization and grow.

He also said that if you are not ready for this, the door to discussion of a 6 month short term assessment is still open.

His terms remain:

Schedule:

30 hrs per week, which includes 2-3 days on site; he understands 3 days are needed early on but would like some flex as the organization gets stronger

2 critical positions for him to be successful:

-Controller immediate addition to acctg team

-CFO current incumbent /future replacement who will report to COO position

Comp \$650k:

Any flexibility in base and bonus would be based on having an equity stake interested in an equity position and his comp expectations are not as flexible as we had hoped.

Equity:

He is very interested in a equity position, so we need to spell that out or if delay he'd benefit from understanding why the delay.

Let's chat about more specifics either Monday or over the weekend

--

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