

From: Richard Kahn <[REDACTED]>

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

Subject: Fwd: Leighton update

Date: Fri, 01 May 2015 18:32:06 +0000

Attachments: JDHenslee_Resume.pdf

attached is russell feedback from Leighton along with earlier email from Leighton explaining why he did not take other offer
also resume of another candidate whose experience seems good however not sure scale of properties is comparable
attached is his linked in profile

<https://www.linkedin.com/pub/james-henslee/6b/98/447>

please advise
thank you

Richard Kahn
HBRK Associates Inc.
575 Lexington Avenue 4th Floor
New York, NY 10022
tel [REDACTED]
fax [REDACTED]
cell [REDACTED]

Begin forwarded message:

From: <[REDACTED]>
To: "Richard Kahn" <[REDACTED]>
Subject: Russell update
Date: May 1, 2015 at 2:20:52 PM EDT

Hi Rich, I spoke to Leighton, and had a heart to heart, with him, I explained the various elements that we discussed, and mentioned that although it does not present everything on his wish list that it still is a great role and still might be considerable regardless, I mentioned the history and if he was loyal and hard working that in the big picture it can be something that would make sense for him, I told him that he could call you, but please only to do so if it is considerable at the 165k level, I will send him you # as he asked for it (If he was to call I would believe there is a shot that he would take it to have the opportunity to get in. If he doesn't then we know for sure, at the very least it gives him a shot to secure an opportunity if he wants to,

Russell Katulak
Founding Partner
Jemstone Associates
380 Lexington Ave
Near 41st and 42nd Street (17th floor)
New York, NY 10168
[REDACTED]

[REDACTED]
[REDACTED]

From: <[REDACTED]>
To: "Richard Kahn" <[REDACTED]>
Subject: FW: conversation today
Date: May 1, 2015 at 1:16:48 PM EDT

Hi Rich, I checked in with Leighton to check to see where he is currently, I had a phone conversation with him, I asked him why he did not take the other offer and her mentioned that last minute the potential employer wanted to make Martha's Vineyard his home base, and although he likes it there, he would prefer to have NY his home base, I do not know the breaking point, of what he ultimately would take, it is hard to say, you do have our support on our end but I thought I would share his reason why he did not go with the other role as it is new information for me, I kept the letter below that he sent me for your viewing,

Meanwhile I spent time with this gentleman today. Nice tenure on his current role, he is still there, (He is on LinkedIn as well for your viewing), He sounds really nice, the problem here is that the estate residences were so much smaller in comparison to Mr Epstien's , so by comparison, it is nowhere in the same league size wise. As a person he sounds very competent and responsible ,and he of course would come in less , probably 150K range , However he is much more junior to a Leighton by comparison of estate size and functionality as Leighton has managed large staff's as compared to the size of these current estates that JD handles,. I thought I would send his CV along, and I will stay on it,

Below is the letter for you below my signature,

Russell Katulak
Founding Partner
Jemstone Associates
380 Lexington Ave
Near 41st and 42nd Street (17th floor)
New York, NY 10168

[REDACTED]
[REDACTED]
[REDACTED]

From: Leighton Allenby [<mailto:lallenby@gmail.com>]
Sent: Friday, May 1, 2015 12:30 PM
To: Russell Katulak
Cc: Leighton Allenby
Subject: conversation today

Hello Russell,
Thank you for the phone call today. Please convey to Richard and Mr. Epstein that I would entertain a counter offer for the position and I believe we both can come to an agreement. My wife doesn't want to relocate to Martha's Vineyard of Chicago. I also think it best that all the terms be outlined once we come to an agreement. I truly believe we can make this a win-win for all parties.

Best,
Leighton

Leighton Allenby
[REDACTED]

