
From: Faith Kates <[REDACTED]
Sent: Friday, July 28, 2017 9:56 PM
To: Jeffrey Epstein
Subject: Fwd: mark

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 cal= to discuss and then have another round of dialogue with Mark

Mark's position is still very much as he sta=ed early in his conversations:

-He feels he can add a lot of value and is i=terested 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 functio=s, including those things that currently report to Milie, and IT & HR<=div>

- 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 =is position; may interpretation of how he conveyed this is that he feels t=is reflects adding a COO who will have the credibility and strength to ref=rm the organization and grow.

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

His terms remain:

Schedule:

30 hrs per week, which includes 2-3 days on =ite; 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 successfu=:

-Controller immediate addition to acctg team=/div>
-CFO current incumbent /future replacement w=o will report to COO position

Comp \$650k:

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

Equity:

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

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

