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**From:** Jeanne Brennan <[REDACTED]@m>  
**Sent:** Wednesday, December 4, 2013 3:00 PM  
**To:** jeevacation@gmail.com  
**Cc:** [REDACTED]  
**Subject:** FW: Ramon

Jeffery,

Ramon is requesting his 3 month review with an increase in salary to =48,000 are you okay with the increase.

Jeanne

From below: How about I hold firm on the \$45,500 with an offer to review the =48,000 rate in 3 months. This would be December and if you =re still happy with him. Then offer \$48,000 as he could pick up work in =ecember.

From: Jeanne =rennan [mailto:[REDACTED]]  
Sent: Wednesday, September =8, 2013 11:46 AM  
To: 'Jeffrey Epstein'  
Subject: RE: =amon

Ramon was happy/accepted the offer.

From: Jeffrey Epstein [mailto:jeevacation@gmail.com] =br>Sent: Wednesday, September 18, 2013 10:35 AM  
To: Jeanne Brennan  
Subject: Re: =amon

ok

On Wed, Sep 18, 2013 at 10:25 AM, Jeanne Brennan =lt;[REDACTED]> > =rote:

I think that \$45,500 is a good/market offer and he would have to =ustle to get that out there now. And work would not be consistent - =specially in September/October.

How about I hold firm on the \$45,500 with an offer to review the =48,000 rate in 3 months. This would be December and if you =re still happy with him. Then offer \$48,000 as he could pick up work in =ecember.

From:=/b> =effrey Epstein [mailto:jeevacation@gmail.com <mailto:jeevacation@gmail.com> ]  
Sent: Wednesday, =eptember 18, 2013 10:11 AM  
To: Jeanne =rennan  
Subject: Re: Ramon

<=o:p>

what do you =hink?

<=p>

On Wed, Sep =8, 2013 at 10:08 AM, Jeanne Brennan <████████> =rote:

LSJE does not offer health benefits. So no cost to LSJE. No benefit =o employee.

Company Tax is approx 9% for all payroll taxes - =ICA,FUTA,SUTA, workman's comp.

He will pay .0765% for his portion of FICA ( but he would technically =we .153% as an independent - if he is filing taxes. Technically a =enefit to employee \$3500 and a cost to company of \$3500. Although =ost of these guys only see it as a cost to =hem.

Withholding tax - should be the same effect whether he is on payroll =r an independent - if he is reporting income then he will have =ithholding taxes due based on his bracket.

From:=/b> =effrey Epstein [mailto:jeevacation@gmail.com <mailto:jeevacation@gmail.com> ]  
Sent: Wednesday, =eptember 18, 2013 9:49 AM  
To: Jeanne =rennan  
Subject: Re: Ramon

<=o:p>

tax, health.

<=p>

On Wed, Sep 8, 2013 at 9:42 AM, Jeanne Brennan <[REDACTED]> =rote:

I =ommunicated the offer of \$45,500(see notes below) to Ramon and he =esitated at this amount as he is looking for \$48,000. =o:p>

<=o:p>

Should =:

<=o:p>

a. Hold =irm on \$45,500 - possibility of losing him. ( your cost =49,595)

<=o:p>

b. Extend =he \$48,000 (\$185 day rate) ( your cost \$52,320)

<=o:p>

Market =ackground: My husband hires day captains. Going rate =or a boat captain is \$125 a day plus tips. The dynamic =aptains get \$100 a day in tips. Average captains get \$50 a day in =ips. On the open market a good captain would be lucky to get \$200 = day with consistent work.

Jeanne

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