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**From:** Larry Visoski <[REDACTED]>  
**Sent:** Friday, October 5, 2018 2:38 PM  
**To:** Je vacation  
**Cc:** Rich Kahn  
**Subject:** Darren Rothel Pilot

Jeffrey,

Darren Rothel Pilot opportunity not going smooth as I expected.

I spoke with Darren at length again yesterday, which included a 3 hour lunch=the day you interviewed him.

Here's what I learned about Darren's current situation:

Darren sold his 50% interest in the Agriculture Business, Spraying Crops for=Government and farmers across the USA. He pocketed \$3M, bought a \$1M home in the Fly-In community in West Palm beac=, just finished a \$500k renovation. He is 50% partner in the Bell 407 with L=uis Beck from Boca, and also as a FAR135 Certificate using the Bell407 and a=single engine Cirrus SR22 Plane he is going to add to his charter certifica=e, he utilizes other pilots to fly his Charter needs, including himself.

Darren welcomes the opportunity we have offered him, he spoke with his wife,=which did present some resistance to flying with us, but is fine now.

However Darren really wants join forces with us, really enjoys your company,=and especially our Fleet of aircraft and Helicopters, my offer of daily pay=is the stumbling block,.

I told Darren, we would get him current in the G550 and B430 Cost \$25k for the G550 and \$10,200 for the Bell430, plus travel expense, Hot=l, rental car and meals. A \$40k investment in his training.

I informed him we Pay \$1000 per day for time on duty, He spoke with his coll=agues and friend that contract fly, and said, going rate for G550 pilot is \$=500.

Darren says, he doesn't want to sell himself short, he was making \$1=00 per day in the G550 some 10 years ago, he also said, the industry rate f=r G550 pilot is \$1500 per day, I agreed with him, however I stated we are i=vesting \$40k into his training, where other contract pilots have to pay out=of pocket for their re-current training. He mentioned the Pilot shortage of=Good level Pilots, and the wages some flight Depts are paying these days. W= have experienced this 2 years ago with Jet Professional Pilot headhunters.=20

Darren reiterated several times, he means no disrespect to you or I with our=offer, however his is asking for \$1500 per day while on duty. He mentioned=he could make equal or more money flying his B407 on charter, than the \$100= per day we offered. Darren informed he misses flying G550 and B430, both h= is certainly well qualified to operate. He would only contract for us, si=ce his Home time is dedicated to his Wife and 1 year old Daughter.

He would like to join our operation for 1 year contract and if the opportuni=y presents its self later, join us Full-time.

Do we Hold on Darren? agree to his terms? Or continue the Pilot search?

Thx,  
Larry

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