
From: Stephanie Remington [REDACTED]
Sent: Sunday, January 27, 2019 2:59 PM
To: J
Cc: Richard Kahn
Subject: Re: Progress Report (01/21/19 - 01/27/19)

Will find out

On Sun, Jan 27, 2019 at 9:52 AM J <jeevacation@gmail.com> wrote:

we have an small ro on gsj= i would like to know why it does not work ?!!

On Sun, Jan 27, 2019 at 2:35 PM Stephanie Remington [REDACTED] wrote:

Thank you. Will address all.

Stephanie Remington
LSJE, LLC
=/div>

On Sun, 27 Jan 2019 at 08:51, J <jeevacation@gmail.com <mailto:jeevacation@gmail.com> > wrote:

gsj road=not a priority LSJ always a priority when i am not ther= gsj can be focused when i am on island. . =C2 the rattling in air was in flagpole not chillax. . =C2 easy to give time off when i am on isl=nd. . that should be considered. . =C2 trades and timing seem to be out of whack =A0 , sea grapes an example . when the wall was delayed=C2 so the sea grapes should hve been. . transpl=aint turpentine trees. . barge needed , =A0 PRIORITY is main house area. . =A0 fix broken tiles. at parking. . cabanas. fhinsed and =nnfrastruce refreshed derusted etc.

I have read the observat=ns and think there are many good points. . =C2 we will put togther a policy book . lu=ches for all . a good idea. .

stc s=oudl have a walking talkie m every manager p=trick steph kyle . should have phones that are charged and work.

we need to upgraade the internet and wifi. =A0 this is not on the list but must be !

our boat= are not doing well so we should find a new replaacment
</=iv>

I want to see photos of work !! no r=ason five palm windows have not been ordered. this was five we=ks ago. . espccly sinve the direction was to replace EX=CTLY what was there

power to five palms. ? =il in generators gsj. . planting around tree , new soil =ext to tiki. . electrify shade structure? =C2 steps just needed some black strips two inch wide =n their edges. . total mess . - . . pour pebble beach. . stage jeffers material? an= set dates

engineering buildings both temp on lsj and perm=nent on gsj. get temp structure to hou=e things on gsj xmas cove. . . if necessary b=ilid with the containers. . and tents between . pu=ting conatiners on gsj , might provide shelter and place to wo=k. .

i will lay out sable palms when i arrive. = p new sofa for staff cottage. replace outdo=r furn used insdie for steph and patrick. - furn for mikes cot=age? . . need to give bran instrutctions fro shade house= . . tiki floors for kitchen , NEED TO SEE proposals=A0 ASAP it has been over a months since being prmatreuly destroyed. =br> barge fenders for AYH. .

On Sun, Jan 27, 2019 at 1:23 PM Stephanie Remington [REDACTED] wrote:

Please note:=C2

Th=s is a summary of the week's focus, not a comprehension of all projects.

All Divisions. </=pan>Finish cleaning out all=division work spaces.

Carpentry.<=span> – Chillax bath soffit. Investigate knock – a/c (no =nock could be heard), assess gate latch, fix kitchen door (better but needs more work), begin awning—=ll FP Pool. Begin demo and order materials – LSJ nursery retaining wall. Begin =nstall tiki ceiling – LSJ.

Electrical.=span style="color:black"> Rough-=n lights – LSJ Tiki. Electrical and completed install – FP Pool awning. I know they were completing other plumbin= and electrical projects per Kyle or Mike. Need update on those projects.

Paint division floor. Ambulance to GSJ for AC Maintenance. Emptied/covered large furniture Cabana 4 (AC repairs involve cutting cement board – dusty work). Estimate w/ welder – su=port beams. Sheridan to GSJ w Anna and St Thomas for parts and supplies – much to do w a=bulance maintenance per JE. Checked GSJ generator and added oil.

Heavy Equipment. Move multiple barge loads. </=pan>Trench – Palms. Move and plant palms. RO fiber trench fill (ongoing). Assist w move of counterto= rack. Assist landscaping w collapsed statue – nursery. Meant to do =oncrete at RO Plant but labor and heavy equipment to GSJ for road project.

Housekeeping. Clean out RO Plant, Electrical, Carpentry, Blue Beach, MC. Shampoo stained rug from CostU Less per Karyna (stain is discolored from previous attempts at stain removal thus its original placement in CostU Less, will dispose).

. Clean overgrowth – tunnel roof. Fix collapsed statue – Nursery. Finish prep of footings for concrete pour – Pebble Beach. Move and plant palms. Begin planting Bryan's Plants. Demo mirrors – chillax bath and master bath to prep for new install. Collect stones and line GSJ roads. Nicholas was painting shelves for rust but incomplete b/c pulled w three other landscapers/masons for priority of GSJ Road project.

Marine. Nautica back to BVI painters for repair, not to be used for crew runs, sell. Sportis – new tubes. Little C to go in for repairs next. Ferry service will continue. Search continues – new barge and crew boat. Patrick coordinated barge runs w Boscoe in Mike's absence.

Complete painting of GSJ dock including adding sanded layer. Complete paint – GSJ tiki deck. Paint Landscaping division. Begin paint- Painting division. Patched tunnel roof w filler over division spaces.

Pools. Assist Gemini as needed. Routine maintenance.

Repair Cabana 2. Complete Cabana 4. Ongoing maintenance to other units.

week:

Boschulte - landscaping

Recco - repairs and maintenance

Gemini - RO

JPK – GSJ

EB – GSJ

Grand Design - Countertop

Danny - MC Pool Wall

Many thanks to all for all the hard work. C2

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- * Monday (Jan 21) - LSJE re=ognized federal holiday (MLK) - no workers
- * Some crew pul=ed for GSJ road priority, slowed projects here but still accomplished quite a bit and I believe road =roject is complete.
- * Mike was on vacation this week. Will be back Monday.
- * Many thanks to Una and Da=hne in flexibility w me on payment requests and crew payroll. Alerted by S=iley that Premium is almost out. This could be the reason the Premium pump=is taking a while to begin pumping. Need to order first thing Monday. ♦=A0
- * Daphne will assist w water order to GSJ (thank you)
- * Mike to coordinate trash removal first thing this coming week as well.=C2 ♦
- * New cell and two iPads received (thank you).
</=i>
- * Please call or text to alert to time-sensitive email as working from=phone in field challenging esp when inbox filled w Cashkim photos and dial=gue. Will filter to different folder and check periodically as I value thi= and do not want to miss anything. WhatsApp (Karyna uses this also) would =ork well for this kind of dialogue.
- * Copying other division/p=object leads so can add information I might have missed.
- * =lease note new work cell number: 340.514.4446.
- * Striving =o complete proposal for LSJE policy, re: staff/crew.

<=>Observations, Re: Operations

- * Mission. As I unders=and it, all our positions exist to enable the principal to come home to a =pace that exists exactly as he envisions it to be. He doesn't care abo=t process, only end results. Every project must be prioritized toward thi=outcome so he can have peace and quiet so he can think.
- * "O=ganizational Drag." This is the common dynamic among compani=s where systems of operation hinder the company's top performers' =roductivity. These areas need to be identified and addressed.
- * G=als. Need to develop measures of effectiveness (goals) for all employe=s and periodic review of goals met. This will help press us toward the mis=ion and the principal will be able to see quantitative and qualitative res=its.
- * Incentive programs. Rather than clocking hours (which =ncourages "milking the clock"), studies show incentives (rewardi=g goals met early with bonuses instead of raises, a catered "thank yo=" lunch, or maybe a day off or early release if deadlines are m=t early) increase efficiency and productivity, providing more output per d=llar for the company.
- * Work-Life Balance. Across the b=ard studies show that companies gain more product for their dollar when th=y encourage/require time off. Persons who consistently work more than 50 h=urs per week accomplish no more than persons who work 35 hours per week. A=direct correlation exists between chronic overtime

and an inverse rate of reproduction, most often because that individual begins making more mistakes. There are anomalies to this rule and we all would like to think we are that person, but they are very rare.

* Work Environment. A direct correlation exists between perception of support/happiness in work environment and work performance. When people experience hostility/workplace sadism (satisfaction gained by others' failures), efficiency, productivity, dependability diminishes. Instead of looking behind to our failures, we need to press our eyes forward to how we will contribute and fill gaps to reach the finish line.

* Clarification. In order to improve my role efficiency, an assessment of operations infrastructure would be helpful to me. I need help understanding better what everyone does so I know how/who to lean on for support. Would be helpful if I could meet with STC so they can help me understand their role as it relates to the island. A short paragraph (preliminary to the meeting if elected) of each person's position title and responsibilities as it relates to island operations would be helpful. Perhaps we can develop some flow charts. If desired I would be happy to conduct a visioning meeting so we can set priorities, goals, deadlines, and see them through.

Stephanie Remington<iv>LSJE, LLC
340.514.4446

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=please note

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Stephanie Remington