
From: J <jeevacation@gmail.com>
Sent: Sunday, January 27, 2019 1:51 PM
To: Stephanie Remington; Richard Kahn
Subject: Re: Progress Report (01/21/19 - 01/27/19)

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

On Sun, Jan 27, 2019 at 2:35 PM Stephanie Re=ington [REDACTED]
> wrote:

Thank you. Will address all.

Stephanie Remington
LSJE, LLC

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

=div dir="ltr">

gsj road not a priority LSJ always a pri=riority when i am not there gsj can be focused when i=am on island. . the rattling in air was in flagpole not =hillax. . easy to gi=e time off when i am on island. . that should be conside=ed. . . trades and timing seem to be o=t of whack , sea grapes an example . w=en the wall was delayed so the sea grapes should hve been. .=C2 translnaint turpentine trees. . =barge needed , PRIORITY is main house area.=C2 . fix broken tiles. at parking. . cabanas.=C2 fhinsed and innfrastruce refreshed derusted =tc.

jules should make the place for the seawate= intake on GSJ . as a priority if thsi was not alredy =A0 done. septci should be connected

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

<=div>

stc shoudl have a walking talkie m every =anager patrick steph kyle . should have phones that are charge= and work.

we need to upgraade the internet and wifi.=C2 this is not on the list but must be !

our boats are not doing well so we should find a new rep=aacment

I want to see photos of work !! =C2 no reason five palm windows have not been ordered. =C2 this was five weeks ago. . espcelly sinve the dire=tion was to replace EXACTLY what was there

power =o five palms. ? oil in generators gsj. . planting around=tree , new soil next to tiki. . electrify sh=de strucuture? steps just needed some black strips=C2 two inch wide on their edges. . total mess . =- . . pour pebble beach. . stage jeffers material?=C2 and set dates

engineering buildings both=temp on lsj and permanent on gsj. get =emp structure to house things on gsj xmas cove. . . =A0 if necessary build with the containers. . and tents b=tween. putting containers on gsj, might provide =helter and place to work. .

i will lay out sable palm= when i arrive. . p new sofa for staff cottage. =A0 replace outdoor furn used insdie for steph and patrick. =C2 furn for mikes cottage? . . need to give bran inst=uctions fro shade house. . . tiki floors for kitchen , =EED TO SEE proposals ASAP it has been over a months since bein= prmatreuly destroyed.

barge fenders for AYH. .

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

wrote:

Please note:

This is a summary of the week<=pan class="gmail-m_2684903111831214616gmail-m_-71604764378193249gmail-m_=500649495245405156gmail-m-3015453158758646404gmail-s1">'s focus, not a comprehension of all projects.</=pan>

AI= Divisions. Finish cleanin= out all division work spaces.

Carpentry. – Chillax bath soffit. Investigate kn=ck – a/c (no knock 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.

El=ctrical. Rough-in 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.

Engineering.=C2 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.

He=vy Equipment. =span lang="EN-US">Move multiple barge loads. Trench – Palms. Move and plant palms. RO fiber trench fill (ongoing). Assist w move of counter=to= 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 Be=ch, MC. Shampoo stained rug from CostULess per Karyna (stain is discolored from previous attempts a= stain removal thus its original placement in CostULess, will dispose).

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

Marine. Nautica bac= 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.<=span>

Painters. Complete painting of GSJ dock including adding sanded layer. Complete paint – GSJ tiki deck. Paint Landscap=ng division. Begin paint- Painting division. Patched tunnel roof w filler over division spaces.
<=span>

RO/Maintenance. Pools. Assist Gemini as needed. Routine maintenance.=/span>

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

Boschul=e - landscaping

Reefco – repairs and maintenance</=pan>

Gemini = RO

=font face="arial, helvetica, sans-serif">JPK – GSJ=/span>

EB =E2 GSJ

Grand Design - Countertops

Danny - MC Pool Wall

Many thanks to all for al= the hard work.

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Other Notes:

- * Monday (Jan 21) - LSJE recognized federal holid=y (MLK) - no workers
- * Some crew pulled for GSJ road prior=ty, slowed projects here but still accomplished quite a bit and I believe road =project 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 =work 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: [REDACTED]
- * 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 this=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' =productivity. 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=ts.
- * 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 met 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 =production, most often because that individual begins making more mistakes.=There are anomalies to this rule and we all would like to think we are tha= person, but they are very rare.
- * Work Environment. =AOA direct correlation exists between perception of support/happiness in w=rk environment and work performance. When people experience hostility/work=place 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
LSJE, LLC
[REDACTED]

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please note

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