
From: J <jeevacation@gmail.com>
Sent: Sunday, January 27, 2019 12:50 PM
To: Stephanie Remington; ann rodriquez; Kyle reavis; Richard Kahn; Daphne Wallace; Jermaine Ruan
Subject: Re: Progress Report (01/21/19 - 01/27/19)

gsj road not a priority LSJ always a priority 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 consid=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 transplnaint 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. .

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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=aacement

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
enginnering buildngs both=temp on lsj and permanent on gsj. . get =emp structure to house things on gsj xmas cove.
. . =A0 if necesary builid with the containers. . and tents b=tween . putting conatiners 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=utctions fro shade house. . . tiki floors for kitchen , =EED TO SEE proposals ASAP it has been over a months since bein= prmatrely destroyed.

barge fenders for AYH. .

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

[REDACTED] > > wrote:

Please note: </=>

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

All Divisions. Finish cleaning out all=division work spaces.

Carpentry. – 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. 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, Electrica=, Carpentry, Blue Beach, 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).

. Cle=n 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.=/span> Nautica back to BVI =ainters 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 Landscap=ng 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=/b>:

Boschulte=/span> - landscaping

Re=fco --repairs and maintenance

Gemini - =/span>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 recognized federal holiday (MLK) - no workers

* Some crew pulled for GSJ road priority, 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 Daphne in flexibility w me on payment requests and crew payroll. Alerted by Sibley 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).
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- * 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: [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 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 =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, pr=ductivity, dependability diminishes. Instead of looking behind to our fail=res, we need to press our eyes forward to how we will contribute and fill =aps to reach the finish line.
- * Clarification. In order to im=rove my role efficiency, an assessment of operations infrastru=ture would be helpful to me. I need help understanding better what everyon= does so I know how/who to lean on for support. Would be helpful if I coul= meet with STC so they can help me understand their role as it relates to =he island. A short paragraph (preliminary to the meeting if elected) of ea=h person's position title and responsibilities as it relates to island=operations would be helpful. Perhaps we can develop some flow charts. If d=sired I would be happy to conduct a visioning meeting so we can set priori=ies, goals, deadlines, and see them through.

Stephanie Remington<=iv>LSJE, LLC
 [REDACTED]

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=please note

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