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**From:** J <jeevacation@gmail.com>  
**Sent:** Friday, February 8, 2019 9:59 AM  
**To:** Stephanie Remington  
**Subject:** Re:

agreed as you can see, i ask=d for your opinion. . i did not direct. you have the whe=l. . 1 each morning i ask that you arrive =he kitchen at 530 . straighten it and get brekfast ready for 6 am. <=r>

when i give you photos in the morning. b=oken lights. door handle. etc. it sholud be done that day if possibl=. i dont have many do right aways. but i see for ex amp=e the light on the side of the service road. I took photos but=nothing done to date. I think you anad patrick are doing a go= job. I willl return sat afternoon for 4 days. i=will be bringing 3 architects. food: ?

=C2♦ lets have dupson . sylvester, here this morn=ng. thx

On Fri, Feb 8, 2019 at 5:40 AM Stephanie Remington : [REDACTED]

[REDACTED]

Good morning, Sir,

I understand that some =ssues regarding your personal space have been a disappointment. I will add=ess your concerns with top priority. Carlos has already been instructed to=purchase the hinges and Karen has provided instructions for the master.

With little notice or direction, Mike, Patrick, and = picked up the ball and kept things moving forward the best we knew how. I= a month's time we three have been doing what six people used to do an= we have made visible progress. I don't think we need more leadership.=We need more skilled labor and contractors. You have given us the go to fi=d it, so we will. With practice we expect exponential progress. We've =ot this.

Plans are in place to address the h=nges and master straight away. We have steps in place for the tiki and alr=ady know what needs to be done.

I am glad to have=met Anna. I'm happy to spend time with her and to learn from her and a=k her for help. I ask that you let me set the course for what she does her= so that she's not in the middle of projects we already have lined out= For example, she went to GSJ after she left here yesterday and upset Bria= when she interjected herself in the dock wood collection for the tiki pro=ect. Everything was already in place for that, but Mike had to take that p=nicked call from Brian and contact others to straighten it back out. Time =s precious. This was frustrating for Mike. When she pulled crew, a boat, a=captain, and machinery for the GSJ road project and I had NO IDEA this was=coming, it completely threw a wrench into everything we had already lined =ut for that week. I was EXTREMELY frustrated because I plan and work EFFIC=ENTLY.

Sir, you asked me what the most chal=enging part of this job has been. It has been the lack of clarification to=all about who is in charge and the consequential challenge of triangulatio= that occurs. One person needs to be your manager. Your manager should be =t your right hand and consequently responsible for being the conduit of in=ormation and disseminating responsibilities with your priorities at the fo=efront. Regardless of who you choose long-term for this responsibility, th= triangulation has to stop in order for that person to be successful. This=means when people try to go

over the manager's head to go to you or Ri=h, or sideline the manager by going around the manager to access crew, the=two of you need to refer that person back to the manager. Further, the man=ger should not be micro-managed. Suggestions from you, Rich, others are gr=at, but give the manager the freedom to use her management skills to get t=e job done.The only way a manager will be successful is if you make it cle=r that you've given the manager the authority to be so.

=/div>  
Stephanie Remington  
LSJE, LLC  
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On Thu, 7 Feb 2019 at 21:56, J <jeevacation@gmail.com> =rote:

what about giving ana the responsibility to oversee my personal pri=rites. , self closing hinges. tiki kitchen f=oor. lights working. etc . steps at gsj, . etc. ♦=A0

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please note

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