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**From:** Terje Rød-Larsen <[REDACTED]>  
**Sent:** Monday, February 11, 2019 6:20 PM  
**To:** Jeffrey Epstein  
**Subject:** Fwd: [REDACTED]

Sent from my iPhone

Begin forwarded message:

**From:** Adam Lupel <[REDACTED]> >  
**Date:** February 11, 2019 at 17:47:35 GMT  
**To:** Terje Rød-Larsen <[REDACTED] <mailto:[REDACTED]>> >  
**Cc:** Camilla Reksten-Monsen <[REDACTED]> >  
**Subject:** [REDACTED]

Hi Terje,

As discussed, regarding [REDACTED]:

She has been working with IPI under various arrangements since October 2016.

- \* Between October 2016 and January 2018, she was principally employed as an Intern making \$15 an hour. This is generally considered generous in comparison to the UN and member state programs. The UN internship program and most member state internships are unpaid. This corresponds to an annual wage of about \$30,000
- \* Between January 2018 and July 2018, [REDACTED] was a full time employee on an annual salary of \$45,000 plus benefits, which would make an annual compensation of \$74,000. During this period IPI spent \$41,000 on [REDACTED] position, including salary, benefits, and other overhead costs.
- \* Thus total expense to IPI between October 2016 and July 2018 was an estimated \$71,000.
- \* Because of her visa status, between July and October 2018, [REDACTED] was no longer authorized to be a paid employee. Between July 2018 and October 2018, she worked at IPI as a part-time volunteer. Since November 2018 she has been working again as an intern, making \$15 dollars an hour.
- \* Under [REDACTED] current visa (F1), she is allowed to work only on a part-time basis. IPI's internship program is structured to last no more than a year. Thus to keep [REDACTED] engaged at IPI, Zelia and suggest hiring her as a part-time employee (under Gunbat's sponsorship) with an annual full-time salary of \$50,000, a slight raise.

\* For part-time work in 2019 this would cost IPI approximately \$30,000, salary, benefits, and other overhead.

Hope this is helpful. Just let me know if you have any questions.

Kind regards,

Adam

Adam Lupel, Ph.D.

Vice President

International Peace Institute

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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