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**From:** J <jeevacation@gmail.com>  
**Sent:** Sunday, March 10, 2019 6:47 PM  
**To:** Stephanie Remington; Richard Kahn  
**Subject:** Re:

fyi, you submitted a request for both you and patric= , just as in all other homes. it is split 5050. p=trick cannot accept only his half.

On Sun, Mar 10, 2019 at 12:46 PM St=phanie Remington [REDACTED]  
<mailto:[REDACTED]> > wrote:

My Current Pay Rat=

Based on averages from the last four pay periods (8 weeks) =y projected annual salary without making any changes will be \$87,750.♦=A0

This is based on me invoicing you for the hours I work (avera=e 62.5/wk) at the same pay rate as when I was Karen's assistant (\$27/h=).

This comes out to an average of about \$1687.50/week.

I am asking for a pay rate increase of \$5/hr @ 62.5/wk in recogniti=n of my elevation of responsibilities as manager. This will bring us to th= \$2,000.00/week I requested.

Patrick thanks you f=r the opportunity and will accept \$80K.

Pay Rate Comparison to Comparable Employees

Because I am=the sole person here who oversees all the administration on this side of t=e water including personnel and finance, I have more responsibilities and = have a pretty good idea of what people make here. For example, Mike's=current contract is for \$100K, includes paid holidays and 3 weeks paid vac=tion (exactly what I've requested). He cannot do what he does without =e and vice versa. I believe we should be paid comparatively.

</=iv>

Paid Leave

Ideally employees recei=e two days off for every five (basically, a weekend).

The policy=implies at minimum, a day off at least every 11th day (employees are expec=ed to work up to ten straight days when needed). That's a minimum of=C2♦33 days off per year.

The policy also pro=ides for 5 sick days and 12 holidays.

The total da=s off permitted per year for employees via the policy, then, is a minimum =f 50 days. We requested 38.

I need=to be able to condense those days off for quarterly travel and to keep the=rest in my back pocket for family emergencies. I will make meticulous arra=gements so that my absence will not be felt here. Of all the requests, thi= one is the most important to me.

Stephanie Remington  
LSJE, LLC

On S=t, 9 Mar 2019 at 18:35, J <jeevacation@gmail.com <mailto:jeevacation@gmail.com> > wrote:

i think 80k each.♦=A0 number 5 no of course. . too many houses. every=ne has same deal. she is big about standardization . sam= with vacation but we can make allowances.

On Sat, Mar 9, 2019 =t 5:07 PM Stephanie Remington <[REDACTED]>  
<mailto:[REDACTED]> > wrote:

P=r person:

1. \$2K/week
2. Groceries (cont)

=li>38 days Paid Leave (the equivalent of 12 holidays, 5 sick days, 21 days=3 weeks of vacation keeping in mind that we are otherwise here 7 days per =eek through holidays and weekends)

3. Brought onto payroll as employee=s for tax purposes
4. Permission to establish a small pre-approved gu=st list (complete with confidentiality and liability release forms) of per=ons allowed to stay with us when principal is not on island

Stephanie Remington  
LSJE, LLC

On Sat, 9 Mar 2019 at 13:40, J <jeevacation@gmail.com <mailto:jeevacation@gmail.com>> wrote:

w=at do you guys suggest for compensation? re patrick and steph. =C2♦ march 15 is this week?

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♦=A0 please note

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