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**From:** John Christensen [REDACTED]  
**Sent:** Tuesday, January 3, 2017 11:37 AM  
**To:** Jeffrey Epstein  
**Cc:** Richard Kahn  
**Subject:** Carlos

Jeffrey,

Just an FYI before your talk with Carlos.

I've learned the following:

Carlos is unhappy with his pay, he thinks he works too many hours above his original agreement and according to Ana, this has caused him to slow further down and assign Randy to most of the captain duties.

He seems burnt out and unmotivated

Lack of management on the island could be a factor. He does not really have a go to person for direction and consultation. I sense the same confusion with Ana. She does not know what is going on and is getting mixed messages about her future

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