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**From:** John Christensen [REDACTED]>  
**Sent:** Tuesday, January 3, 2017 12:09 PM  
**To:** jeffrey E.  
**Subject:** Re: Carlos

Will do,

I just wanted to give you the info on Carlos before your chat with him.

The rest of findings will be sent at the end of the week

Sent from my iPhone

On Jan 3, 2017, at 8:05 AM, jeffrey E. <j=evacation@gmail.com <mailto:jeevacation@gmail.com>> wrote:

<=jv>

I would ask that you make a long list of issues and with each one having a suggested solution. take your time . of course if something is urgent . contact me and immediately thanks

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On Tue, Jan 3, 2017 at 6:37 AM, John Christensen [REDACTED]> wrote:

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

Sent from my iPhone

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= please note

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JEE

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