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**From:** jeffrey E. <jeevacation@gmail.com>  
**Sent:** Tuesday, January 3, 2017 12:20 PM  
**To:** John Christensen  
**Subject:** Re: Carlos

also the more photos that accompaniy yours and dwigh=s report the better. also i will pay both of=you for the week of course

On Tue, Jan 3, 2017 at 7:08 AM, John Christensen [REDACTED] > wrote:

Will do,

I =ust wanted to give you the info on Carlos before your chat with him.  
<div id="m\_-2731733891777783941AppleMailSignature">

The rest of findings will be sent =t the end of the week

Sent from my iPhone

On Jan 3, 2=17, at 8:05 AM, jeffrey E. <jeevacation@gmail.com <mailto:jeevacation@gmail.com>> wrote:

I would ask that you make a lon= list of issues with each one having a suggested solution. =A0 take your time . of course if something i= urgent . contact me immediatley thanks

i  
<=div>

On Tue, Jan =, 2017 at 6:37 AM, John Christensen <[REDACTED]> wro=e:

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 furth=r 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 =ith Ana. She does not know what is going on and is getting mixed messages =bout her future

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