

To: jeevacation@gmail.com[jeevacation@gmail.com];
jeevacation@gmail.com[jeevacation@gmail.com]
From: [REDACTED]
Sent: Sat 3/10/2012 3:17:14 AM
Subject: Re: 2011 Days

Hi Jeffrey - Thanks for the kind words about being a loyal colleague. And yes you were extra generous by continuing to pay me during the two years that you were not able to fly when you wanted to. But, we did manage to fly 68 trips between July 2008 and July 20, 2010, most of which occurred between January and July of 2010. Thanks for the approval to look for contract flying.

Also thank you so very much for paying for most of my daughter's college education. She has been teaching deaf and hard of hearing kids now for almost two years now. What a great gift it is for her to have no student loans and this would not have been possible without your generosity. Thanks again for all of your support since 1991.

Best Wishes,

Dave

In a message dated 3/9/2012 5:10:20 P.M. Eastern Standard Time, jeevacation@gmail.com writes:

dave,, I understand your position,, I thought I was being extra generous by continuing to pay you though i did not fly for two years. . you have been a loyal colleague, I think it is time you and i come to a new understanding, and yes you should be looking for contract flying as much as you can

On Fri, Mar 9, 2012 at 10:01 AM, [REDACTED] wrote:

Hi Jeffrey,

In response to what does it mean lose nothing by putting it out there.. ?????? I have no idea what "lose nothing by putting it out there" means. I had never heard that phrase before I read Rich's email and have certainly never said that phrase before. I do recall saying that "the worst case is Jeffrey can always say no if he does not agree." But I do not recall saying "lose nothing by putting it out there."

In response to why are training days full flying days, or any day at all? Training days are required by the Federal Regulations as well as some Insurance requirements. Sometimes the insurance requirement is more demanding than the Federal Regulations. The days that I am in training I have no other opportunity to earn additional income.

In response to aren't we paying? Yes you are paying for the training.

In response to how can nadia flying be paid to dave???? When Darren Indyke mentioned \$1,000 per day for flying days, after he had reduced my salary more than 68%, there was nothing discussed about the possibility that I would not be flying on some of the trips. I feel this situation needs to be addressed before we get to the point where I am only flying 50 days or less per year, just so we can both agree on what is fair. I have not been flying for anyone else other than two trips that lasted a day each since I began working for you in 1991. If [REDACTED] is going to be flying instead of me on a trip, would it be alright if I looked for Contract Flying jobs on those days?

My first concern is always safety of the passengers and my second concern is complying with

the Federal Regulations that we are required to follow. If you have any further questions please let know.

Thanks,

Dave

In a message dated 3/8/2012 7:33:56 P.M. Eastern Standard Time, jeevacation@gmail.com writes:

what does it mean lose nothing by putting it out there.. ??????why are training days full flying days, or any day at all? arent we paying? how can nadia flying be paid to dave????

On Thu, Mar 8, 2012 at 6:21 PM, Richard Kahn <[REDACTED]> wrote:

Can you please help me understand your calculation of \$109,500 you believe you are owed for 2011 (less the 50,000 already paid in salary)

Some of the issues that i am having a difficult time understanding are the following:

a) Billing of \$1,000 per day when [REDACTED] flew and you did not (11 days x 1000 = 11,000)
Please tell me something other than when we spoke last and you said that you lose nothing by putting out there as JEE can always say no

b) Billing of \$1,000 per day of flight training (8 days x 1000 = 18,000)

My understanding of your agreement after speaking with Darren Indyke was that you were to be paid \$1,000 per day for flying days and \$500 per day for repositioning days
Accordingly I am having a difficult time explaining the above to JE

I look forward to resolving this soon as i know you mentioned you wanted to be paid in April 2012

Thank you

Richard Kahn
HBRK Associates Inc.



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