

Kimberly Paternoster <kim@sextantpublishing.com>

November 26, 2011 1:42 PM

To: DJ Doran

RE: Comment

Hi there,

Wow, I am very sorry. I did not intend to offend you, you must know that. I'm hoping you understand what I meant was teenagers (which I believe is the term I used - not 12-year old) use a lot of exclamation points. That's where it was coming from.

I likely would have reacted the way you did, though it certainly wasn't meant that way. Like you, I am very sensitive, and I certainly would never want to hurt your feelings or upset you.

kim

-----Original Message-----

From: DJ Doran [mailto:dj@sextantpublishing.com]

Sent: Saturday, November 26, 2011 1:39 PM

To: Kimberly Paternoster

Subject: Comment

Hey you...

I wanted to shoot you a quick email regarding a comment that you made that I thought was both inappropriate and unnecessary. I didn't respond right away because I wanted to stay focused on the task at hand but I want to address it now. I did not appreciate your comment that the exclamation point in the body of the PR made it appear that it was written by a 12 year old. I understand the need for accuracy and I am fully capable of handling constructive criticism when appropriate, but I will not accept comments like that from anyone, regardless what the justification may be.

I would ask yourself how you would have reacted if I made a comment like that about something you were doing? As someone who has been in a plethora of high intensity leadership roles I have come to realize that there is a way to get your point across or add your input to your crew or team firmly and passionately without castigating them.

I treat all of you with respect in both my communication and actions and I will settle for nothing less in return.

Please be mindful of this in the future.

Best regards,

DJ Doran
President/CEO
Sextant Publishing, Inc.
415-967-2628