

Kimberly Paternoster <kpaternoster@gmail.com>  
To: <us@sextantpublishing.com>  
Reply-To: us@sextantpublishing.com  
RE: Conversation

November 3, 2011 6:41 PM

That's interesting considering he told me at the boat show that he thought Sweeney was funny and that he knew that Sweeney upset the girls, but he thought he was cool.

More later.

kim

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

From: us-owner@sextantpublishing.com [mailto:us-owner@sextantpublishing.com]  
On Behalf Of DJ Doran  
Sent: Thursday, November 03, 2011 4:37 PM  
To: us@sextantpublishing.com  
Cc: <us@sextantpublishing.com>  
Subject: Re: Conversation

So, I had a meeting with Woody that lasted almost an hour. It started with him fidgeting and looking around the room so I decided that I would start by telling him what our immediate plans were and some longer term visions that we had for the company etc... He said he had heard some rumors but that Bob and Jody told him pretty much everything about what was going on. I then asked him what his thoughts were about his future and he explained that he is pretty flexible with whatever we want him to do. He does deliveries on occasion and will continue to do that. He asked about whether or not he would still be doing the Share the Sail or if Chris would be taking that over. I told him that he would be working underneath Chris and that Chris will sit down with him and further discuss his involvement once we get further along. He explained that he is excited that it appears that real business people will be in charge and that he feels that the company has a better chance of surviving and growing because of this change.

He also indicated that he had been telling Bob for years that the the TV component of the operation is being wasted because Bob was not focused on it and that there were alot more revenue opportunities in the retail/boat show/events area but he said Bob told him he was comfortable where he was. That all changed when the economy downturned. Bob became more and more concerned that he didnt have the skills to manage a company like Lats and Atts during rough economic times... (he was right).

The bottom line is that he would like to be more involved with Lats and Atts but would be ok too if we didnt find a place for him. Chris will of course have to make that determination and decision.

My personal impression is that Woody might be someone that we can mold into being someone that would be an asset to the company. The question for Chris to answer is whether or not he is willing to invest the time and energy required to make that happen.

BTW he also said that he has been telling Bob for years that Sweeney had to go so Im not sure if he likes him or not and I didnt ask.

DJ Doran

On Nov 3, 2011, at 15:36, "Kimberly Paternoster" <kim@sextantpublishing.com> wrote:

Oh, if Sweeney gives me lip, I'll let him have it too... I don't tolerate assholes very well.

kim

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

From: us-owner@sextantpublishing.com  
[mailto:us-owner@sextantpublishing.com]  
On Behalf Of Joe Morales

Sent: Thursday, November 03, 2011 3:27 PM  
To: us@sextantpublishing.com  
Subject: Re: Conversation

They don't, but they will. I'm working on that today as well...

As for Woody liking Sweeney, there's no accounting for taste...he probably has had limited interaction with him. Not like the girls have. Plus he's male...

I would love for him to let loose on me. I'd make him pucker. There's a sight for you. hahaha

On Nov 3, 2011, at 3:24 PM, Kimberly Paternoster wrote:

Just dawned on me, they probably don't have proper human resources either.

OMG

kim

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

From: us-owner@sextantpublishing.com  
[mailto:us-owner@sextantpublishing.com]  
On Behalf Of Joe Morales  
Sent: Thursday, November 03, 2011 2:58 PM  
To: us@sextantpublishing.com  
Subject: Conversation

Didn't get to sit with UC today, we are going to do it in the morning. I did however have a great conversation with her.

I made the mistake of telling her I was thinking of getting a part time bookkeeper because Bob said she was extremely busy & sometimes felt overwhelmed. That didn't go over well and the look on her face said it all...but it opened dialogue between us and she unloaded. Towards the end, she said, she was talking a bunch of shit and probably shouldn't be saying anything...I reassured her that it was all good and we are working to make the business what it should be.

She said that she is supposed to be the office manager but she has no power.

She said that her & Janeen would make changes or take over some duties but then months later, Bob would take them over again & do them incorrectly and Cheryl would have to fix them. Janeen is supposed to be the product manager but Jody would come in, sell things, change product, etc. (By the way, neither Bob nor Jody would communicate with anyone on changes made, like we didn't know that already). She was upset that she didn't know DJ & I were coming down. B/J don't even let anyone know until the last minute that they are adding a new boat show or something like that. She told me she gets bored & that she does busy work that needs to be done but she wants a challenge. I told her that things were going to change but it was going to take a little bit of time. She is excited. She was worried she was going to get fired but she's is all good.

She is a pretty strong & capable person and can handle more structured responsibilities. As we already know, they are frustrated because they are hobbled by either no money or by Bob not backing up his employees. They are used to going to Bob for answers and they are craving the ability to think for themselves. She hates that duties are fragmented and nobody knows who's doing what. I told her job descriptions will be put into place for everyone so that there is a correct chain of command and no question who is responsible for what.

I originally toyed with the idea of having her be a personal assistant instead of the bookkeeper & office manager. I don't think that is the case now. I think she can be and should be the office manager and the bookkeeper. She has a good grasp on what she does and she is craving more.

You know, as I read this, it seems jumbled. There was so much said in such a short period of time and then the interruptions, but you get the gist of it all.

I think she just needed to unload on someone other than a coworker...someone that is going to be her boss and she thanked me for the conversation.

It's going to work out fine. They are all soooo on board with what we want to do.