

Kimberly Paternoster <kim@wickedcode.com>  
To: DJ Doran <dj@seafaring.com>  
RE: Frustrations!

March 2, 2012 7:07 AM

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ARGH... Steve is slower than fucking molasses!!!! It's driving me NUTS! I have a deadline of March 12, and I have to have a serious heart-to-heart with him today. DUDE, I need you to tell me if you can make it or not... if you can't, I need to know.

I was talking to Lisa about this yesterday, and she said you, me, her... we're all entrepreneurs... we know how to do everything, even if we don't know how to do it. And we work about a mile a minute, which is why my patience is so low for slow and low details. I guess we're all the same way. I forget sometimes that most other people aren't like us.

I did have a chat with him yesterday about this, and we'll have another today after I send him this next batch of work.

Anyway, have a great day DJ. I know you have a lot on your plate, and you are juggling a lot of things now. Take care of yourself through all of it, and know that I'm supporting you all the way through this.

kim

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**From:** DJ Doran [mailto:dj@seafaring.com]  
**Sent:** Thursday, March 01, 2012 8:16 AM  
**To:** Kimberly Paternoster  
**Subject:** Re: Frustrations!

hahaha.. Baby you are preaching to the Choir!!! Ill call u in a bit.

Best regards,

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On Mar 1, 2012, at 8:10 AM, Kimberly Paternoster wrote:

Hey you,

So now it's my turn to vent about management issues.

As you know Steve is working for me on 2 different projects. I'm REALLY struggling trying to keep him focused and on top of the right priorities. Both of these clients are high profile, and because I'm the interface, I need to be able to tell them every day an update. I have asked him twice in the last 3 days to provide me with end of day updates... I am not "checking up" on him, I'm just needing to be able to know where we are so when the client tells me, I have an answer. So far, I have had to ask for the update every day. The updates aren't as much progress as I would like. He has blamed one of the clients on bad code. The other client is Chivas, and it's on a tight deadline. He says he wants it – I gave him the opportunity to tell me it was too much, but he said he wanted the work and he wanted to be tripled up.

I'm also a little concerned about his attention to detail. I know I have a high attention to detail, but he will have a task list in front of him and do one of the four things and say it's done. It will take 3 revisions just to finish the four tasks. I don't want to have to check up on him over and over again – it's driving me nuts.

I don't know how to manage this. I think he's a good guy, and he definitely wants to do the right thing I think. I don't know if he's slow, lazy, or just not good. I do love working with him, and I know he wants to work with me.

Well, I guess any thoughts on managing this would be helpful. I thought I had tried everything, but if you have any other ideas, bring them on. I don't want to be a bitch, but I'm at the point where I feel I have to start really cracking down and potentially saying "look, if you can't make this happen, I need to find someone else." GR

kim

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