

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

March 1, 2012 8:16 AM

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I'm just going to say one word:

FUCK!

Talk soon~

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,

DJ Doran  
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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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