

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

March 3, 2012 7:43 AM

Wow, a loud conversation huh??? I'm surprised you put up with that, but then you put up with a loud conversation from me too at one point (but you and I are in a different place...).

Good luck with him. Honestly, I don't think he's going to be able to pull it together based on the person I know. But, I hope he can. I'll send out good vibes into the universe.

kim

From: DJ Doran [mailto:dj@seafaring.com]
Sent: Saturday, March 03, 2012 7:25 AM
To: Kimberly Paternoster
Subject: Re: Frustrations!

Yes, I met with him and we had a loud conversation... He is going to Texas and I told him in no uncertain terms what I expect from him going forward for the last time. He is leaving this am sometime i think...

Best regards,

DJ Doran
Publisher
Latitudes & Attitudes Magazine
Living Aboard Magazine
Office: 310-798-3445 Ext. 208
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On Mar 3, 2012, at 6:45 AM, Kimberly Paternoster wrote:

Hey there,

So did you ever meet with him? What is he up to? I think he's supposed to be coming up here again this weekend to move the boat, but not sure.

And finally, is he going to Tejas? I want to go see my friends and party with Jerry...

kim

From: DJ Doran [mailto:dj@seafaring.com]
Sent: Friday, March 02, 2012 8:19 AM
To: Kimberly Paternoster
Subject: Re: Frustrations!

you got that right... HB is not happy

Best regards,

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On Mar 2, 2012, at 8:17 AM, Kimberly Paternoster wrote:

BWAHAHAHAHA That's fucking FUNNY SHIT!!!! He used to pull that shit when he was working right next to me. He would start drinking about noon... working on that big spreadsheet... about 4p, he'd be "exhausted", and he'd have to retire to the living room for the rest of the day. And he would be "working until 7p". Even I can't even work until 7p. 5p is about my limit, and then I'm done for the day, and I get a fuckload done all day long.

Yeah, I would have been thinking the same thing you are... typical Chris. I don't know who he thinks he's fooling (other than himself).

I've been up since 5:30a... I just looked at the clock, and I cannot BELIEVE I have already done 3 hours of work today! I'm still at my mom's, but heading home around 9a. I have to at least box up all that crap at the old place. My parents are coming down for lunch and dropping off the dog for the weekend. I'm going to finally hang all my stuff on the walls this afternoon too.

Good luck with your meeting dear. I don't envy you, but honey badger don't give a shit, right?

kim

From: DJ Doran [<mailto:dj@seafaring.com>]
Sent: Friday, March 02, 2012 8:11 AM
To: Kimberly Paternoster
Subject: Re: Frustrations!

Hi,

No he didnt say anything about you it was "I was woking until 7PM each night" and I asked myself "if he's working until 7PM why didn't he respond to my 4 emails and numerous others sent by various people".

Best regards,

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On Mar 2, 2012, at 7:29 AM, Kimberly Paternoster wrote:

You are like me... you are a good man, and you did it despite your feelings. I understand. I do the same thing, despite how I'm feeling, because it's the "right" thing to do at the time. And, you were helping Joe out honestly, so you can rationalize it, can't you? J I'm assuming the stupid shit Chris said was about me... and you know what, it doesn't matter honestly. I know better, he's full of shit.

Good luck. Are you any less pissed today?

I've been up since 5:30 working on this thing so I can hand it off to Steve. God I hope he comes through for me...

kim

From: DJ Doran [<mailto:dj@seafaring.com>]
Sent: Friday, March 02, 2012 7:21 AM
To: Kimberly Paternoster
Subject: Re: Frustrations!

Helped him move in. I really didn't want to until we spoke but Joe couldn't do it himself, so I went. Never spoke about work because it wasn't the right venue for that discussion. He said some things that were not true or at least they were hard for me to believe but I kept quiet. I am meeting with him this am as soon as he gets here.

Grrrrr

Best regards,

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On Mar 2, 2012, at 7:07 AM, Kimberly Paternoster wrote:

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

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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