

Kimberly Paternoster <kim@sextantpublishing.com>

December 6, 2011 12:47 PM

To: DJ Doran

RE: We have a problem

---

One more thing I forgot to add.

It is super important to me that we have the ability to talk things out without blowing up at each other. That incident yesterday hurt me quite a bit, and while I didn't show it, I woke up this morning feeling it. I spent all day yesterday feeling insecure and wanting to know that I was still "good" in your eyes. It made me feel VERY small and really insignificant to where we are headed. I thought I had done something right, to save the company money. It just hurt to have that happen.

I'm sure with what happened with Joe and again "chain of command" would not have upset me as much had that not all gone down yesterday. But, I'm feeling pretty crappy now again today... and not very useful in the grand scheme of things.

kim

---

**From:** Kimberly Paternoster [mailto:kim@sextantpublishing.com]

**Sent:** Tuesday, December 06, 2011 12:43 PM

**To:** dj@sextantpublishing.com

**Subject:** We have a problem

Hi there,

I have an issue with the way things are going between you and me, and we need to figure out a solution, because it's really bothering me, and I cannot continue to work much longer like this.

Yesterday morning, we had a blow up. I didn't like it, and I also felt that you over-reacted almost immediately to something I had said without having all the information (yeah, I know I over-reacted too). You started to yell at me (which I don't like, and I would appreciate if you could keep the yelling away from business dealings – it ruined my entire day yesterday, and I felt sick the rest of the day). You told me that I could not unilaterally make a decision about Woody's fee. You didn't once ask me anything about what I was thinking, you just started handing out an edict and telling me what I did was wrong. If you had researched some more and asked where I was coming from, you would have found out that I hired Woody as a TECHNICAL vendor to help me fix Janeen's PC. I either had to hire him to do it, or I had to send someone else in there at \$90-120/hour. Woody was perfectly capable of fixing the problem, and I hired him as a vendor to me to fix it. So, as far as I was concerned, I had found a solution to our issue without having to pay out \$500+ to have it fixed... I SAVED THE COMPANY MONEY. But, you chewed into me for "unilaterally giving him a raise", which was NOT what I did. I asked him to invoice me AS ANY VENDOR WOULD for this one task that I hired him to do (which again would have cost me/my department over \$500 to fix). Ultimately, I saved the company at least \$300, if not more. I didn't ask for his hourly rate to be changed in the system. He's a contractor, he shouldn't even BE in our employee system. But, that's not my issue – that's operations.

Secondly, now I have an issue today with something else I apparently overstepped regarding the migration off of FileMaker Pro. I'm starting to sense that you and Joe have everything covered, and I'm clearly confused about where the technical stuff comes in. Are you guys just going to let me know when you need my help? As far as I know, Heidi does NOT work for Joe, and technical things ARE my problem. It almost seems like you guys get me involved when it's "convenient", but if it's not, or it's something you think you can take care of, then my input or expertise is not needed. The email I sent regarding FMPPro was NOT an operational change, it was a step towards getting Cheryl off of having to help sales (which she currently is) and getting the data into the sales teams hands so that data isn't sitting somewhere inaccessible. All my email was covering was getting out of FMPPro – I did not say I was going to move it into Salesforce – I did say I would help import the data EVENTUALLY after the solution was figured out. I am, at this point, extremely confused about how it was not in my hands to take care of this.

Right now, I am spending most of my time with Lats & Atts being a glorified Executive Admin to you guys (travel, etc...). If that's what you want me to do, that's fine. I thought you had made it clear that you were giving us the RIGHTS and the AUTHORITY to do our jobs, however, I do not feel that you are giving me ANY authority to do what I am good at.

So, perhaps you need to send me a list and explain to me exactly what my duties detail, because I don't know now.

Thanks,

kim