

Message

From: Kingshuk Das [/O=THERANOS ORGANIZATION/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=KINGSHUK DASE2B]
Sent: 4/30/2016 1:27:44 AM
To: Elizabeth Holmes [eholmes@theranos.com]; Tracy Masson [tmasson@theranos.com]
CC: Mona Ramamurthy [mramamurthy@theranos.com]
Subject: Re: Newark team

Thanks, all, for your support--that means A LOT to me.

Mona, I'm sorry I missed your call, just got your voicemail. If you're around, I'll be in my office for a while--but not urgent, we can touch base on Monday.

Thanks again,
king

From: Elizabeth Holmes
Sent: Friday, April 29, 2016 4:43 PM
To: Kingshuk Das; Tracy Masson
Cc: Mona Ramamurthy
Subject: RE: Newark team

+ Mona

From: Kingshuk Das
Sent: Friday, April 29, 2016 8:57 AM
To: Tracy Masson <tmasson@theranos.com>; Elizabeth Holmes <eholmes@theranos.com>
Subject: Re: Newark team

Excellent, thanks for your support, Tracy,
k

From: Tracy Masson
Sent: Friday, April 29, 2016 8:54 AM
To: Kingshuk Das; Elizabeth Holmes
Subject: RE: Newark team

I'm on board with all of this. I don't have too much knowledge of the Bugs lab or [REDACTED]. It does seem like we have a lot of CLAs. King, I will call you later to get the plan going.

From: Kingshuk Das
Sent: Friday, April 29, 2016 8:49 AM
To: Tracy Masson <tmasson@theranos.com>; Elizabeth Holmes <eholmes@theranos.com>
Subject: Re: Newark team

FYI, just so Elizabeth is apprised, I'm not sure why we have so many CLAs in California. They're virtually worthless with the regs as they are in CA. We should definitely keep the outstanding ones, and give them duties accordingly, and/or get the CLS or limited license trained.

Regarding Bugs lab, there's a culture over there that needs changing. First of all, they have been isolated, or isolated themselves--and don't feel the need to subscribe to good laboratory practices, or subscribe to NWK lab procedures in general--and are defiant, and in fact attempt to defend their substandard practices.

I feel it comes from the top: [REDACTED]. He has demonstrated incompetence, and appears to be dishonest as well (as recently as our QMPI meeting yesterday). I can tolerate a certain amount of incompetence, because with alignment and training, it can be overcome. Dishonesty is something I do not tolerate at all. I will need Mona's help here as well. I'm fine with people making mistakes, I make my fair share, but I don't tolerate lying about them.

If [REDACTED] accepts rehab, he will report to the manager, like any other supervisor. Otherwise he will be addition by subtraction, I don't care about retaining him. The skill set that would replace him would be far superior: ABMM-certified clinical microbiologist, that demonstrates top-notch competence and integrity, referred to me by a trusted colleague (I have two good sources, that train the best microbiologists in the country, but our press will hurt us).

-king

From: Kingshuk Das
Sent: Thursday, April 28, 2016 6:54 PM
To: Tracy Masson; Elizabeth Holmes
Subject: Re: Newark team

This is excellent, thanks so much Tracy. I really trust Jen's input here, and in general. Honestly, I wish she didn't have the personal ties to the East Coast--would have loved to have her on the NWK team as manager, but such is life.

If you have time, would be great to touch on all the topics below by phone, perhaps tomorrow sometime?

Thanks again,
king

From: Tracy Masson
Sent: Thursday, April 28, 2016 5:03 PM
To: Elizabeth Holmes; Kingshuk Das
Subject: Newark team

Below is Jen Trick's perspective on team members and whether they are a liability or not in the lab. Additionally, she has a good understanding of what the CLAs are doing now and what they will be doing in the future. King, I know you were going to work with Mona on transition of team members who would not be in CLIA moving forward. Let me know what you need from me. Jen has no issues having the tough conversation with these individuals.

As I understand it, the reporting structure of the Bugs lab and [REDACTED] is up in the air. I had asked Sunny about that team last week during our transition meeting. His perspective was that [REDACTED] would be a retention risk if he didn't report to at least the Lab Directors directly and that [REDACTED] skillset was one we wanted to keep. Just wanted to throw that out there as decisions are being made.

Lab Staff	Title	Liability (Yes or No)
[REDACTED]	General Laboratory Supervisor	Yes, maybe Quality Dept
	General Laboratory Supervisor	Yes
	CLS	No
	CLS	Yes
	CLS	No
	MLT	No

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	CLA	No
	CLA	No
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	CLA	No
	CLA	No
	Specimen Accessioner	No
	Specimen Accessioner	No
	Technical Supervisor	Unknown
	CLS	Unknown
	CLS	Yes
	CLA	Unknown
	CLA	Unknown
	CLA	Unknown
	CLA	Unknown

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