**New Contract**

**Title / Position** (promotion promised on 1 July, I wouldn’t necessarily mention Vice President) Jay promised and promised a promotion, but then would tell you that it was not be approved.

**Salary** commensurate to responsibility (verbal contract was that part of your salary would be called COLA because it was tax deductible, then it was taken away)

**Responsibility** (job description)

Subordinates (who are they)

**Direct chain of command** – (who do you report to, sign expenses, etc.)

**Bonus**\* – 25% - in the past you never received your full bonuses per your contract under Jay Kelly

**Benefits** – 3 round trip plane fare for Europe for me to help you, business class always for you, etc. I can’t think of what else. You know what you get for benefits.

**Golden Parachute** for you

\* 1st year – ½ bonus from 1 July 200X What about the 10% for Jan – Jun with Roger Goudreau $8,000 - your salary was still paid through Burlington even though you were no longer under Roger, why not the bonus.

2nd year – ½ bonus because of Division income, you met your goals

3rd year – ½ bonus because of Division income (I don’t know exactly how many years)

Past year – ½ bonus with no reason.

Remember, bonuses were given to you half and half – 12,500 in Dec of the year it was for and 12,500 the following March. This was to finagle the books for the year.

Also – Jay promised the $3000 over and over and you finally got tired of asking for it.

With Jay you always felt like you were asking for money, all you want is for your contract to be honored. – or something like this.