

From: Timothy C. Rote
Sent: Monday, September 29, 2003 07:50 AM
To: Max Z
Subject: RE: Outstanding Dispos

Go back and pretend you are me. Read your e-mails. I don't know what's happening Max, but I do sense that something serious is going on.

-----Original Message-----

From: Max Z [mailto:max@nwtelemarketing.com]
Sent: Sunday, September 28, 2003 8:16 PM
To: Timothy C. Rote
Subject: RE: Outstanding Dispos

Because of the issues you mentioned, alleging that I may be withholding work for economic or promotional advantage, I would like to not have any change of title at this time.

As I have always said, I have your best interests at heart AT ALL TIMES, and will always continue to do so, I am truly dismayed that you do not believe this is the case.

-----Original Message-----

From: Timothy C. Rote [mailto:tim@nwdirectmarketing.com]
Sent: Sunday, September 28, 2003 10:19 PM
To: Max Z
Subject: RE: Outstanding Dispos

No one at your level has had a raise nor received a promotion, although a few months ago I had certainly thought it was appropriate to give you a VP title. When we do well and make money, your level and above bonus. Cost of living when gross billing rates are going down by 20% is impossible...really impossible.

-----Original Message-----

From: Max Z [mailto:max@nwtelemarketing.com]
Sent: Sunday, September 28, 2003 7:02 PM
To: Timothy C. Rote
Subject: RE: Outstanding Dispos

My questions to you about my compensation in no way have anything to with my willingness to do my job. For you to suggest so after knowing me this long is insulting and unfounded, I really tire of these manic games all of the time.

It is not unreasonable to ask for a raise after TWO YEARS. If there is a company wage freeze that is fine, but make an announcement put it in writing, SOMETHING. I however know that others get raises and promotions and have done so recently.

As far as the dispos, I have a letter from the Client stating when then have to be done by, and it is the fault of others not me for not affording me the time to do this.

I really suggest you call me about this.

-----Original Message-----

From: Timothy C. Rote [mailto:tim@nwdirectmarketing.com]
Sent: Sunday, September 28, 2003 9:34 PM
To: Max Z
Cc: John Weil
Subject: RE: Outstanding Dispos

You seem to want that. You need to get your job done Max. If you are refusing to continue to do work, let me know. Sandy P. will believe what we tell her and these e-mails seem to be clear support our conclusions. I cannot allow you to think that you can extort money from the company in order to get these dispositions done. You are responsible for your department. I would be careful about any legal strategy you and

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