

Amir Golestan

Subject: Re[6]: Termination Notice
Date: Friday, August 10, 2018 at 9:52:40 AM Eastern Daylight Time
From: Paul Fleming <paultech@gmail.com>
To: Amir Golestan <amir@micfo.com>
Attachments: image001.png, image002.png

Amir,

I deeply apologize for the documents never being sent; during my recent move I had the documents left out to mail but I recently discovered them during unpacking.

If you would still like the agreement executed I'd be more than happy too (As money is a little tight during move too if honest!).

I have kept to the terms of the document as I was under impression it was executed.

I was contacted by Victoria's lawyer twice - I did not respond/answer as I have no desire to be involved in a situation I know nothing about.

I hope all is well and again, so very sorry. I hope you did not take this as I wouldn't be following the terms

Thanks

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

From: "Amir Golestan" <amir@micfo.com>
To: "Paul Fleming" <paultech@gmail.com>
Sent: 7/18/2018 3:43:37 AM
Subject: Re: Re[4]: Termination Notice

Paul,

Check-in to see if you ended up signing the agreement and mailing me the originals. Let me know.

Many thanks,
Amir.

 | Amir Golestan
Executive Director
843-800-1000 | www.micfo.com

From: Amir Golestan <amir@micfo.com>
Date: Thursday, June 28, 2018 at 1:03 AM
To: Paul Fleming <paultech@gmail.com>
Subject: Re: Re[4]: Termination Notice

Paul,

I've attached the revised documents. You have until 7/16/2018 to review and make a decision on the separation agreement.

Many thanks,
Amir.



Amir Golestan
Executive Director
843-800-1000 | www.micfo.com

From: Paul Fleming <paultech@gmail.com>
Date: Wednesday, June 27, 2018 at 9:47 AM
To: Amir Golestan <amir@micfo.com>
Subject: Re: Re[4]: Termination Notice

Morning Amir,

Slight confusion; termination notices specifically states offer expires 6/26 while termination clause states I have 21 days as reasonable timeline for lawyer to review.

Thank you

On Tue, Jun 26, 2018, 9:10 AM Paul Fleming <paultech@gmail.com> wrote:

Amir,

I'd be more than pleased with 1/2 the amount + the outstanding paycheck; It is very generous of you and unwarranted given the circumstances.

Thank you for saying that; My intentions were in Micfo's interest and while my method of execution (A call would of better reflected my tone of concern; not anger) was poor I do hope that lapse in professional etiquette is forgiven.

Will you issue new agreement or should I attend a amendment page?

Thanks

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

From: "Amir Golestan" <amir@micfo.com>
To: "Paul Fleming" <paultech@gmail.com>
Sent: 6/26/2018 8:29:08 AM
Subject: Re: Re[2]: Termination Notice

Paul,

That's a kind gesture, however the staff are very well taken care of here and rewarded for their contributions. I'm happy to pay \$5,000 as stated, however if there's a different dollar amount you want to take I would consider it.

I appreciate everything you have done. There's absolutely no reason for me to speak anything but highly of you and your skillsets.

Many thanks,
Amir.



Amir Golestan
Executive Director
843-800-1000 | www.micfo.com

From: Paul Fleming <paultech@gmail.com>
Reply-To: Paul Fleming <paultech@gmail.com>
Date: Monday, June 25, 2018 at 2:43 PM
To: Amir Golestan <amir@micfo.com>
Subject: Re[2]: Termination Notice

Amir,

I have no desire to accept a full 5k payment for the end of my employment. I've been treated well by Micfo in that regard.
I'd rather see a bonus payment split between the dedicated staff that volunteered their weekend, if that can be sourced from the terminal fee.

Otherwise I see no issues with the separation agreement; I would never speak badly of a past employer and I hope you do not feel the need to speak poorly of me to others.

Let me know how to proceed sans the termination payment.

Thank you

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

From: "Paul Fleming" <paultech@gmail.com>
To: "Amir Golestan" <amir@micfo.com>
Cc: "David Park" <david.park@micfo.com>; "Matthew Talarico" <matt.talarico@micfo.com>
Sent: 6/25/2018 9:39:47 AM
Subject: Re: Termination Notice

Amir,

I will review the agreement.

Please do let me know of any items that team may documenting or assistance on; I've never left a company in a worse place and have no intentions of ill will towards towards Micfo.

Dispute what you may think of me; I had nothing to gain by reporting those issues to you but knowingly risked termination, my interests were with Micfo. Nothing else.

I thank you for the time, experience and do reach out if I can be of any assistance

Best of luck on all future endeavors.

Paul

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

From: "Amir Golestan" <amir@micfo.com>

To: "Paul Fleming" <paultech@gmail.com>

Cc: "David Park" <david.park@micfo.com>; "Matthew Talarico" <matt.talarico@micfo.com>

Sent: 6/25/2018 3:14:15 AM

Subject: Termination Notice

Paul,

I've attached your termination notice along with a separation agreement that you may choose to sign and return. I thank you for all you've done for Micfo and wish you the best.

Many thanks,
Amir.



Amir Golestan
Executive Director
843-800-1000 | www.micfo.com