

**March 22, 2017**

**FAWN,**

**PAYROLL INFORMATION**

<b>2017 Semi-WEEKLY PAY</b>	<b>\$ 3,326.89</b>	
<b>MONTHLY PAY</b>	<b>X2</b>	<b><u>6,653.78</u></b>
<b>2017 YEARLY PAY</b> <small>now</small>	<b>X12</b>	<b><u>\$79,845.36</u></b>
<b>5% RAISE 02/15/16</b> <small>yearly</small>	<b><u>-0.00-</u></b>	<small>(Last raise 02/15/16)</small>
<b>2017 YEARLY PAY</b> <small>new</small>		<b><u>\$79,845.36</u></b>
<b>CHRISTMAS BONUS 2016</b>	<b>6,216.00</b>	<small>(after tax \$4,000.00)</small>
<b>INSURANCE BENEFITS</b>	<b><u>20,455.32</u></b>	
<b>TOTAL PACKAGE</b>		<b><u>\$106,516.68</u></b>

<b>New</b>	<b>Semi-Weekly pay amount</b>	<b>\$ 3,326.89</b>	<b>(starts 02/15/16)</b>
	<b>Monthly pay amount</b>	<b><u>6,653.78</u></b>	
	<b>Yearly pay amount</b>	<b><u>\$79,845.36</u></b>	

**Thank you,**

**Loretta Hall  
LH Accounting**

## Jeff Fenton

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**From:** Jeff Fenton  
**Sent:** Tuesday, March 28, 2017 11:50 PM  
**To:** Ken Adkisson  
**Cc:** Loretta Hall  
**Subject:** FW: Attached Image FYI  
**Attachments:** 3197\_001.pdf

**Importance:** High

Ken,

**I'm sorry, but this is insulting!** To spend \$12k on furniture and not even give a 5% Cost of Living increase to the **BACKBONE** of your entire company, is a pretty massive slap in the face! Especially after the year that you just had and the size of some of the contracts currently in your office.

Insurance costs **always go up!** We all have this wrestling match every year. An increase of only \$1,000 per month for the **entire office**, is a lot less than what we anticipated for this year or experienced in years past. **It is the cost of doing business.** Is it WORTH it to have your own firm or not?

We can't budget bills with Christmas bonuses!

Fawn really should be receiving MONTHLY bonuses by now, depending upon the work in the office, or a Partner as you have mentioned to her in the past. At this point, neither of us expect either, but if you're going to keep her limited to her salary, **please have the decency to at least match inflation each year with her raises!**

**Fawn is what holds your company TOGETHER and makes your life WORK!**

There are too many Architecture firms in Nashville right now, seeking highly qualified staff, to treat her like she is the absolute last consideration in your budget!

I'm not telling Fawn that I sent this to you, but I'm hoping that you'll make this RIGHT.

**JEFF FENTON**  
**METICULOUS.TECH**

(615) 837-1300 OFFICE

(615) 837-1301 MOBILE

(615) 837-1302 FAX

TECHNICAL CONSULTING, SERVICES, AND SOLUTIONS,  
WHEN IT'S WORTH DOING **RIGHT** THE FIRST TIME!

SUBMIT OR RESPOND TO A SUPPORT TICKET [HERE](#).

A DIVISION OF METICULOUS MARKETING LLC

**April 6, 2017**

**FAWN,**

**PAYROLL INFORMATION**

<b>2017 Semi-WEEKLY PAY</b>	<b>\$ 3,326.89</b>	
<b>MONTHLY PAY</b>	<b>X2 <u>6,653.78</u></b>	
<b>2017 YEARLY PAY <small>now</small></b>	<b>X12 <u>\$79,845.36</u></b>	
<b>13% RAISE 04/06/17 <small>yearly</small></b>	<b><u>\$10,154.64</u></b>	(Last raise 02/15/16)
<b>2017 YEARLY PAY <small>new</small></b>	<b><u>\$90,000.00</u></b>	
<b>CHRISTMAS BONUS 2016</b>	<b>6,216.00</b>	(after tax \$4,000.00)
<b>INSURANCE BENEFITS</b>	<b><u>20,455.32</u></b>	
<b>TOTAL PACKAGE</b>	<b><u>\$116,671.32</u></b>	

<b>New</b>	<b>Semi-Weekly pay amount</b>	<b>\$ 3,750.00</b>	<b>(starts 04/15/17)</b>
	<b>Monthly pay amount</b>	<b><u>7,500.00</u></b>	
	<b>Yearly pay amount</b>	<b><u>\$ 90,000.00</u></b>	

**Thank you,**

**Loretta Hall  
LH Accounting**