

EDWARD [REDACTED]

PHONE ([REDACTED]) [REDACTED]-[REDACTED]

• E-MAIL [REDACTED]

[REDACTED], CA [REDACTED]

@ [REDACTED]

Alex:

Keep in mind that usually before I do things like this, I cover my tracks and plot my next steps carefully. However, since the conditions here are so grossly intolerable, I'd rather lose everything that ever belonged to me and be homeless than to work here another day.... This letter is written to officially inform you that I am resigning from my position At Arrow Micro Corporation, effective immediately. This letter also serves as my exit interview, and to move on before my health, sanity, overall happiness and bills all fall too far behind.

During my many, unnecessarily long interviews, you mentioned that someone with experience could make \$18-20 an hour. Not the best income I've ever had, but it'd get a good start on my bills, not to mention minimum wage for 2 weeks of training seemed like a small price to pay for that amount.

However, despite telling you my monthly expenditures and how you sat me down for half an hour discussing why I left and reported the Optometry job to the state for shorting my pay, you still had the nerve to pay me for 4-5 hours of work to this day and call it "training allowance", where I am told the rest of the day is "hands-on" and unpaid despite being there for a total of 7-10 payable hours, then trying to persuade me into selling stuff, travel expenses uncompensated on my free time after work to make up the difference. Very clever in concept, but I wonder what the courts think since the former is actually illegal... Even worse, very little of what I do every day in that office nowadays is actually training, but yet I am astonished at how many excuses can be made to continue "training"; it's been almost 2 months and there's nothing left to learn, unless you want to teach me how I can survive a car payment, insurance, phone bill, rent, living expenses, gas for about \$600 a month before taxes.

Even when I was on unemployment when my dad died, I was compensated more by the government to comfortably look for work, than to put up with your BS for the most pathetic wages I've ever received in my life. Last week after only 2 hours of an onsite computer repair job after work, it just dawned on me that it takes 5-6 days of working here to equal what a client paid me. Now how lousy is it?

Also, keep in mind that before I started working here, I was always a very detail-oriented person. But now thanks to you and having coworkers repeat your overly-detailed patterns, I am really beginning to see how incredibly annoying it is to have to have to listen to every irrelevant detail about everything we do, being asked Dora the Explorer-styled questions, or how to turn insanely simple concepts like writing an email or even answering the phone into 45 minutes of discussions and quizzes; I didn't graduate college to still take tests, especially for answering a phone; even my 6 year-old Goddaughter can answer phones! Not to mention I didn't think I'd ever see the real-life repercussions of "analysis paralysis" until now; I have never seen a company that has such a slow turnaround on... Everything.

Originally, I believed the biggest challenge at AMC would stem from a draconian amount of rules. However, I quickly realized that inflated egos, administrative incompetence and constant micromanagement for not even minimum wage would prove to be bigger obstacles. These dynamics are not conducive to innovation and productivity; if I was the executive for this company, I'd fire everybody in that office, including you... I am being serious when I sometimes wonder if the "Micro" in the company name is short for "Micromanagement", since there is no other claim to fame about AMC.

Most companies I've worked for or even the companies I've managed prioritizes efficiency and resolving problems ASAP; this is pathetically the only company that I've seen that takes 3 weeks to mull over a refund request, but then send the customer a replacement item instead, then sit on the intercom for 2-3 hours wondering why the customer is angry, then leave us to stress out and try to figure out a way to clean up your mess; this is irresponsible, unprofessional, and shows that you are incapable of exercising your own judgment, especially since all you do is sit in your office and ask people how to run YOUR company, then turn around and do it your own way anyway and watch as your customer base

crumbles and blame us, or how you can spend more time nagging me on why I'm 45 seconds late from lunch than how to realize your overly-hyped goals that never seem to come to fruition... So is it any wonder how I have the same enthusiasm for working here as wanting to die of Lou Gehrig's Disease?

Also, even as an ordained minister (though not actively preaching for any church right now), I don't force religion upon anybody, but it's pathetic that you start each day off with the most overdone sermon I've ever seen in my life; I've been to a good handful of churches and never saw someone speak in tongue or spend half an hour on prayer boasting about their products... But it's very ironic that you proceed to betray God with your devastating philosophies. Also, keep in mind forcing people to pray is also illegal; you had absolutely no right to knock on the restroom door last week, even when I was 7 minutes early to work and finished with 3 minutes on the clock, so how am I "not prepared to work" when we all started work after watching your so-called sermons, did the Lord's Prayer and officially started at 9:12?

*"You might think you are a very religious person. But if your tongue is out of control, you are fooling yourself. Your careless talk makes your offerings to God worthless." – James 1:26*

Fortunately for me, I know my worth and I am very well aware of the value I bring to a team. I refuse to settle for any form of disrespect or maltreatment, particularly from individuals whose only credibility resides in their job title as opposed to demonstrated excellence and leadership.

I'm positive my experience isn't an isolated one. The turnover rates and lack of employee engagement and satisfaction are further evidence of Arrow Micromanagement Corporation's inability to attract, develop and retain talent, and having 3 people leave in the 2 month span from my first interview to 2 weeks after I got hired for an office of 5 (well, 4 since I'm gone) is a huge red flag, or even how one employee contacted me the first week to join that person for dinner to warn me about you is another... Or finally, it's been proven that stress can mess with your health, and I wonder why Daniel is out sick 2 days out of the week and how one source told me that Ken never had psoriasis until he started working here.

It's sad, really; I started out with the ambition of making AMC/Fuji Labs a household name and be at the forefront of it all and start building a team to make us the next Sennheiser or Zagg for our mobile accessories. Unfortunately, it became abundantly clear to me that I would be out of integrity to attempt to attract employees to such a toxic and dysfunctional work place. I refuse to convince professionals to work for a company that operates like a kindergarten, and these facts leave me with as much desire to sell or even purchase the products even if it were to be sold at the 99¢ Only Store. I could share more for the purposes of an "exit interview" but I have little faith that information gathered would be compiled to formulate a retention strategy.

Please send my correct final pay, which includes my correct wages down to every hour I've worked and reimbursements thereof (which if you don't have the exact hours, I will accept a settlement of 8 hours per day; valid only for the forty-eight (48) hours mentioned within this message), and \$5.00 flapper for your toilet (that I am astonished that took 1.5 months to even fix; in the middle of a severe drought aren't you ashamed that you're wasting 5 gallons every 60 seconds?), and the mileage driven to my residential address listed on the letterhead, clearly itemized. If the proper amount is not postdated within forty-eight (48) hours from May 15, 2014, I will not hesitate to report this matter to the Department of Industrial Relations and other authorities. Note that this letter shall also be used as evidence upon failure to comply.

Regards,  
[Signature truncated]  
Edward [REDACTED]  
May 14, 2014

P.S.: Please note that you'd be able to find the Vanguard Shield and Sonique headphones I checked out for product demonstration on my desk.