



Sy Tan <ahyeek@gmail.com>

Follow-up @ 3-Nov - Negotiation of Data Scientist Engagement to [REDACTED]

1 message

Sy Tan <ahyeek@gmail.com>

Fri, Nov 3, 2017 at 7:26 PM

Cc: ahyeek <ahyeek@gmail.com>, [REDACTED]

Hi Ai Li & Yilmaz,

As per discussion, I am replying email to continue with our negotiation terms of engagement and clarify my situation and decision.

First of all, thanks you very much for all the efforts in understanding and following up through the negotiation. Sorry for taking too many consideration and negotiation in this offer.

3 requests from my side as per our conversation and discussion to further explore the offer:

1. Request to be engaged as **Data Scientist Senior Manager** position as job title at **Senior Manager** level.
2. Requesting a basic salary of **RM19.5K**, and I will not be taking the sign-on bonus but the **1 month basic salary retention bonus** will remain.
3. I will be only to join earliest **middle of Apr-2018**, by tendering from my current company at **middle of Feb-2018**. I will not taking any leave after that

If you and the management agreed on the request, I do request for another meet up session with the CIO and Director, for further understanding of the working expectation and culture.

I am expecting the offer letter after everything gone through.
Thanks and appreciated for the patient and sincerity in this offer.

We can discuss further if required on **Monday, morning, 6-Nov, 11am**.

Thanks.
Regards,
SY

On Thu, Oct 26, 2017 at 5:02 PM, Sy Tan <ahyeek@gmail.com> wrote:

Hi Ai Li,

Replied in blue below. Hope clarify to certain level.

Thanks.
Regards,
SY

On Thu, Oct 26, 2017 at 3:50 PM, Ong Ai Li [REDACTED] wrote:

Hi SY,

Thanks for the note. Can I just clarify the below:

From: Sy Tan [mailto:ahyeek@gmail.com]
Sent: Thursday, 26 October, 2017 2:51 PM
To: Ong Ai Li
Cc: ahyeek
Subject: Negotiation of Data Scientist Engagement to [REDACTED]

Hi Ai Li,

First of all, thanks and appreciated for the offering of the position of Data Scientist Manager, working in [REDACTED]

As per our conversation via phone early this week, I understand the offer of RM18K of basic salary and some other fundamental benefit.

Also, I understand that there is 1 year retaining bonus which is entitling 1 month basic salary.

Here is the negotiation :

- Request to be engaged as **Data Scientist Senior Manager** position as job title at **Senior Manager** level.
- I am ok to take the benefit just entitled at Manager level, and reporting to a Senior Manager in company.

[Your 1st sentence and this one...does that mean you are ok on the level since the title is Manager]

SY>> I am **NOT OK** with the **Manager** title engage as formality.

SY>> This means that formal engagement like Offer Letter, Name Card, Letter of Engagement from Company HR requested to follow the **Senior Manager** criteria.

SY>> The benefit, and working arrangement, I can work with Senior Manager that going to be hired.

SY>> Hope this clarified. Else, we talk in details when in call tomorrow.

SY>> You can ping me anytime to call tomorrow in the morning after 10am.

- Requesting a basic salary of **RM19.5K**, in order to compensate of :
 - Void of parking & travelling allowance & toll in travelling
 - Void of Flexi reward / Share performance bonus
 - Reduction of Insurance
 - Reduction in days in leaves.
 - Risk in changing new working environment.

Please take into consideration of the timeline that I am only to able to start engage to Averis probably at **middle of Apr-2018**.

Couple of reasons:

- 2017 Performance bonus in term of cash and share of current company, DXC Technology, will be allocated in February-2018.
- Tender of resignation will be happened middle of Feb-2018.
- 2 months of notice period for hand over current works and proper pass down.
- Some spare time to make necessary arrangement of family due to change of work location.

[Would you already have an amount on the 2017 performance bonus or an average months of payout]

SY>> No at the moment. Roughly will be 5% - 7% of my annual income. Amount will be roughly RM12K ~ RM15K depend on the team allocation.

SY>> Share unit will not be sure. But roughly will cap on USD 3.5K for this year.

Thanks.

Regards,

SY

1/9/2018

Gmail - Follow-up @ 3-Nov - Negotiation of Data Scientist Engagement to

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