

Justin Pope

From: Cather Cheese
Sent: Friday, March 3, 2023 2:23 PM
To: Justin Pope
Subject: RE: Response from Raise and Bonus

Thanks for your feedback. I will share your concerns, you are a valued member of the development team and company.

Cather Cheese Director of Business Systems

CatherC@summerclassics.com
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From: Justin Pope <JustinP@summerclassics.com>
Sent: Friday, March 3, 2023 11:44 AM
To: Cather Cheese <CatherC@summerclassics.com>
Subject: Response from Raise and Bonus

Cather,

I just want to formally respond to the raise and bonus conversation that we had earlier via Teams chat to clarify my thoughts about them.

Ultimately the raise that was discussed is not satisfactory or what was expected for the following reasons:

- This raise does not keep up with current inflation and increase in living expenses due to that.
- It does not seem to be a good reflection of my value to the company nor competitive in the national market for programmers with my experience and skill level.

I hope that these concerns can be shared with those that have more pull in terms of raises and compensation in an effort to increase employee satisfaction.

Thanks,

Justin Pope Software Developer

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