

From: Stephane van der Aa MAILER-DAEMON
Subject: Star Wars
Date: 25 May 2020 at 21:30
To: Alan Anker alan.anker@ngahr.com
Cc: Stephane van der Aa stephane@stepvda.net

Hi Alan,

I was born in the year 1976, the next year George Lucas released "A New Hope".

I'm not going to attempt to justify my absence last Friday May 22nd. It was wrong. I know it. Nonetheless it did force me to finally see the elephant in the room.

I told you earlier that week, I need a bit less of being pulled in all directions in my thoughts. I could say I need a bit more One Direction in my head but turns out they were all gay (joke).

Every day at Products I see how the Team has been put to rubble through mismanagement. Keeping people stressed and full of fear to stop them from thinking, don't mind innovating, is the only way they are able to keep it up. However you can only go so stupid.

Now I have to become mindful of contracts and obligations. Every idea I crystalize is one that belongs to Alight, one that I must leave behind if...

Therefore this is my last and final try to make this work at Alight with colleagues I admire and respect. The past months have driven me to the conclusion that I can only make this work on my own terms which requires trust. To date, none is left in Boris and Johan B.

Today I am still able to steer concept towards one particular market or another. Tomorrow I may not. To that end Alight's market is a hedge. Other such hedges may exist elsewhere or they may not. Not being driven much by money I still have to appreciate that monetizing ideas in today's economy is only hindered by my weird sense of humor. Being able to trust that my ideas will be used well by someone I trust is what I need now.

I tried and failed to "kiss and make up" at Products. This will not work.

If Alight wants to become the other chunk of the 25% of the S&P it will have to be coming from a different "silo". Get me a new team and another boss of boss with some committed funding to my 5Y plan which will be part 1 of 3. Team should be US based for obvious labor law and skillset and based in a central location. For myself that would also mean a green card. Clearly I can't pitch anymore to B&J. Approaching our CEO directly would be disrespectful to you as well J&B so I won't. Get me a formal approval that we need a Strategic Product Development group that can exist on its own otherwise I am simply wasting my time and Alight's money.

If this is not possible then this will be my formal letter of resignation. Be mindful that in Belgium this only means the beginning of another eternity which I believe means a notice period of 3 to 6 months (old legislation may apply based on 1/1/2005 contract date). I still remain hopeful of a constructive conversation. I can't repeat this enough. If this is not possible then please provide me your formal acceptance of my resignation.

Kind regards,
Stephane

