

From: Tim Malone
Sent: Thursday, February 20, 2014 9:06 AM
To: Marc J. Foulkrod
Subject: Tim's resignation

Marc,

On the occasion of my 57th birthday today, I wanted to once again thank you for the past nine years of employment with Avjet. I have enjoyed working for you and others here. I have seen firsthand that you are a caring and decisive individual about your company and your employees.

I would be less than honest if I didn't let you know how serious I am about retiring next year. I know I have said this in jest in the past and am fully aware of the risks of making this formal declaration to you via this email message today. But I have too much respect for you to do otherwise.

I am also aware you could simply say, "Goodbye," and have me escorted out the gate today or anytime in the near future. But hey, with California law, you could do that anytime you wanted to anyway. I have lived with "employed at will" all my career. I fully understand how it works.

I have long known that if I don't set a deadline for myself, I am not motivated to get things done that I want to accomplish before my life is over. I had two close brushes with death last year and continue to suffer tremendous migraines every day as a result. All indications point to my work.

The doctors tell me I care too much. I can't seem to let go of my work, even when I'm home and supposed to be relaxing. I know you understand. I fully appreciate you're not really joking when you say, "If I don't get a vacation, you can't have one either." I know you're always working.

My health continues to deteriorate. I have been advised by my doctors to go on disability to see if the migraines clear up. A week or two ago my primary care physician was ready to sign the form to start the process, but I deferred, because I knew the AT&T cutover was coming up soon.

You see, I care too much. Yet I know nobody is irreplaceable. I have done my best to train Taylor over the past year and have seen great strides in his knowledge and skills. But we have not been able to make an appreciable dent in his preparation because of the added FOS workload from Susie.

I know you hate long documents so I'll make this short. This is my formal notice of resignation to be effective at a time of your choosing. Like I say, you can have me escorted out the door today and Taylor will be fine with the help of Network Magic. By the way, the man is asking for a raise.

I am willing to stay as long as you need me and want me to continue as an employee, up to one year from today – Feb 20th, 2015 – my 58th birthday. If you allow me to stay, I believe that will give me the needed impetus to turn more things over to Taylor or for you to make other plans.

Once again, thank you for allowing me to work for Avjet. I have nothing but the utmost of respect for you and the company you have created. I hope you'll understand my need to make this formal resignation so far in advance and recognize how unusual it is. I wish the best for you and Avjet.

Thanks,

Tim Malone, IT Manager



4301 Empire Ave. Burbank, CA 91505
Phone: 818 841-6190 Fax: 818 559-1512
Cell: 818 257-0513 tmalone@avjet.com