

Description of Job: Therapeutic Intervention Project: Project

Department Manager: Jose Antonio Div./Dept./Sect.: Car. N. de la P. de la P.

Execution Date D/M/Y	Employee Name	Total Requested Hours	Total Executed Hours	%-age Payment	FV Naf	CF	Reason for difference in hours
06-09-2017	Kulson Evers 3PM-5PM	2	2	150%	25	P	Reason for difference in hours
06-09-2017	Kulson Evers 5PM-8PM	3	3	150%	25	P	Reason for difference in hours
06-09-2017	Kulson Evers 8AM-5PM	15	15	150%	25	P	Reason for difference in hours
06-09-2017	Kulson Evers 5PM-6PM	1	1	150%	25	P	Reason for difference in hours
06-09-2017	Kulson Evers 8AM-5PM	15	15	150%	25	P	Reason for difference in hours
06-09-2017	Kulson Evers 5PM-7PM	2	2	150%	25	P	Reason for difference in hours
Total		97h	97h				

9909, 9910,
9911, 9912
9913, 9914
9915, 9916
9917



FV = Food Voucher (Naf 15 or Naf 25)
CF = Compensation Form (TB or P)
%-age of Payment = 150% or 200%

Compensation Codes:
TB = Time Back
P = Payment

Signature Manager: _____
Date: _____
Approval Chief Officer: _____
Date: _____

Original: Accounting Department
Copy 1: Human Resource Department
Copy 2: In Department attached Food Voucher

Note: Manager's and Chief Officer's approval of the above overtime/time-back is for verification only of hours worked. Processing of payment and time-back is subject to applicable Company policies.

L.E ENGINEER CONTRACTOR
(L.E.C)

proposal for technician power department and buildings maintenance Telem Group

this proposal is for preventive maintenance, maintenance, restoration maintenance, and projects.
under preventative maintenance falls the following:

Preventative maintenance for the generator.

1. visiting the cell sides, sub stations, and measure GEBE AC voltage on the phases in the transfer switch if it has on at the location, measure the amperage the building is pulling on each phase.
2. check oil level in the engine, cooling water in the radiator, measure gen set battery voltage, and last running hours on the time display.
3. start gen set on test mode to exercise engine and transfer switch.
4. repeat step two but this time on the generator side.
5. check oil pressure, engine temperature, and measure battery to make sure alternator is charging battery.
6. run engine for half hour and switch of engine by retransfer the transfer switch and engine turn off automatically.

Preventative maintenance for the DC side, UPS at the cell sites and sub-stations.

1. go through the event history of the DC power plant and or UPS to see the behavior of the equipment.
2. check all the rectifier units make sure they are working.
3. measure the total DCV on the batteries.
4. measure the DCV for each cells of the batteries bank.
5. a load test is recommended twice a year for the batteries.

The grounding also will fall under the preventative maintenance, grounding has to be measured every time the technicians visit the cell sites and the sub stations.

the lighting arrester must be checked as well when the technician visit the cites, as well the grounding network of each site.

preventative maintenance for the buildings are the following:

1. check breaker boxes for loose connections.
2. measure ACV at the breaker boxes.
3. measure amperage at the breaker boxes.
4. make sure building ground is connected, measure it as well.
5. check all lights in and around the building.
6. check locks and electric locks from the buildings
7. check all air-conditions in the buildings and report to the if not working.
8. check all restrooms for water leaks.

in principal the maintenance and the restoration maintenance can work under the same conditions of the preventative maintenance parties will agree before execution.

All the above work executed will have a report with findings, and recommendations where is needed.

I will also execute on-call service 24 hours 7 days a week

My company can also provide projects:

projects will be discussed and agree upon before executing, details of projects must be presented up front for example scope of work in detailed and my company will provide quotation base on the scope of work giving for the specific project.

Any additional work that must be carryout on the specific project will be considered as additional work and will be charge for accordingly, after discussing and agree with the additional pricing.

The projects prices can be reduce because of the retaining fee that is being paid per month

Total amount per month for two teams of two technician each with two trucks and one supervisor is NAF 85.000,00

Total amount per month two technician one truck and a supervisor is NAF 60.000,00

Description of Job: Hurricane Irma Power Emergency Project: Power restoration

Department Manager: Jose Armin Le H Div./Dept./Sect.: Gen. Network/Power

Execution Date D/M/Y	Employee Name	Total Requested Hours	Total Executed Hours	%-age Payment	FV Naf	CF	Reason for difference in hours
06-09-2017	Kudson EVERS 2PM-5PM	3	3	150%	25	P	Power restoration at the cell-sites and substations
06-09-2017	Kudson EVERS 5PM-8PM	3	3	150%	25	P	
07-09-2017	Kudson EVERS 8AM-5PM	15	15	150%	25	P	
07-09-2017	Kudson EVERS 5PM-6PM	1	1	150%	25	P	
08-09-2017	Kudson EVERS 8AM-5PM	15	15	150%	25	P	
08-09-2017	Kudson EVERS 5PM-7PM	2	2	150%	25	P	
Total		97h	97h				

9909, 9910,
9911, 9912
9913, 9914
9915, 9916
9917

Signature Manager: _____

Date: _____

Approval Chief Officer: _____

Date: _____



FV = Food Voucher (Naf 15 or Naf 25)
CF = Compensation Form (TB or P)
%-age of Payment = 150% or 200%

Compensation Codes:
TB = Time Back
P = Payment

Original: Accounting Department
Copy 1: Human Resource Department
Copy 2: In Department attached Food Voucher

Note: Manager's and Chief Officer's approval of the above overtime/time-back is for verification only of hours worked. Processing of payment and time-back is subject to applicable Company policies.

Ludson Evers
Power Department
St. Maarten Telecommunications Company
Present

May 27, 2020

K Kendall Dupersoy
Chief Executive Officer
St. Maarten Telecommunications Company

Reference: CORP – 029 – 2020

Description: Response to offer of early termination Ludson Evers

Dear Mr. Evers,

I am sure I don't have to tell you, but in life you can't have your cake and eat it too. As such I must reject your proposal as presented. Seeing that you took the time to present your arguments as to why this would be a benefit to the company, I feel it only fair that I indicate to you why this would not be in the best interest of the company.

If your proposal is accepted, it would entail the closing of the Power Department since your company would take over most of the current functions. This would mean that a similar package would have to be offered to your two colleagues. This would only be fair.

Here follows some spreadsheet of the cost to the company as presented in your proposal.

Calculation for Power Department			
Total Cost Salaries and Benefits			
	June 2020 - age 60		June 2020 - age 62
J. Arrindell	1,119,386.14		1,472,876.50
L. Evers	1,294,278.64		1,624,732.76
S. Serastis	813,042.36		1,091,799.74
	3,226,707.14		4,189,409.00

Proposal as Submitted by Mr. Evers					
Total pay out and 8 year contract					
		Age 60	Age 60	Age 62	Age 62
	Payout	Contract 3p's	Contract 5p's	Contract 3p's	Contract 5p's
J. Arrindell	202,864.00				
L. Evers	202,864.00				
S. Serastis	202,864.00				
	608,592.00	5,760,000.00	8,160,000.00	7,200,000.00	10,200,000.00
		6,368,592.00	8,768,592.00	7,808,592.00	10,808,592.00

As you can see from the above spreadsheet, the status quo would cost to the company **3,226,707.14** up to age 60 and **4,189,409.00** up to age 62.

Your proposal of outsourcing the entire Power Department as submitted would cost the company **6,368,592.00** up to age 60 and **8,768,592.00** for 3 technicians. I included the calculations for 5 technicians for reference purposes only.

As you can see, it makes no sense from a financial perspective for TelEm to outsource the operations of Power. Additionally, we intend to automate several of the processes in your proposal going forward. If you see it fit to make a more realistic proposal, please feel free to do so. However, bear in mind that in no circumstances will TelEm engage with any company for a period of 8 years. As you should know, most contracts are entered in for a period of 1 year with a maximum in extraordinary cases of 3 year terms.

I hope that my position on this is clear, if you have any questions or comment feel free to contact me or HR.

Regards,



K Kendall Dupersoy
Chief Executive Officer
St. Maarten Telecommunication Company