

**To:** lance calloway[REDACTED]  
**From:** Jeffery Edwards  
**Sent:** Wed 8/27/2008 10:15:38 PM  
**Subject:** Re: Robert Rawlins

Title: Re: Robert Rawlins 22

On 8/27/08 11:31 AM, "lance calloway" [REDACTED] > wrote:

To both parties,

Robert has approached Arran about a pay increase. Since Allen has been let go Robert has filled in the spot of running the Cement Batch plant (which is a very large responsibility) on top of his normal duties which included being a certified mechanic, heavy machine operator and welder.

Robert is currently at \$18 an hour and ask for \$5 increase making it \$23.

Allen when he left was making \$23 for only doing the Batch plant and occasional machine operation.

Thank you,