

From: Mary Morrison <[REDACTED]>
To: "[REDACTED]" <[REDACTED]>
Subject: Fwd: Re: Per our discussion...
Date: Mon, 29 Mar 2004 13:53:38 +0000

Ghislaine -

Okay - it is final - I have accepted the job. I am excited about working with him and hopefully with you finally (obviously you will be playing a large role in the Clinton Project).

You can see my email response to him last night - I gently pushed back - though I fear he might not have gotten that ... and then you can see his response to me this morning.

What do you think?

Thank you for helping me on this -

Mary
[REDACTED] wrote:

From: [REDACTED]
Subject: Re: Per our discussion...
Date: Mon, 29 Mar 2004 07:31:13 +0200
To: "marymorrison1616"

I am happy that you accept what i have proposed.
I think that it is a real good deal
I have to discuss with Patty about the title as in our field Global Operations means that you have also the responsibility of all the technical area..

I agree with the schedule that you propose.
Could you already see with CLT what could be the good price for a ticket NY/Tokyo/Paris/NY

I will send an email to Patty and i will try to talk to her before

I am sure that we will build a real dream team!

Very best

----- Original Message -----

From: Mary Morrison [REDACTED]
Sent: 03/29/2004 07:12 AM
To: Richard Attias
Subject: Re: Per our discussion...

Richard -

Thank you for going over my email - I am as anxious as you to come to an agreement on all the details so we can get to work.

The President and I talked today and he asked me if you and I had come to an agreement yet. I said that we

were almost there. That you had come back to me with a salary which was lower than what I had asked for but offered some good bonuses and I had negotiated that I wanted the ability to continue to help him on his issues and you were agreeable to that. The President said I should move forward with the offer because he thought I would enjoy working with you and would learn a lot and on a selfish side he thought the agreement was wonderful because he wanted me to continue to help him on some issues and this way I could.

So, that said, I would like to formally accept the job with the salary package that you mentioned in the earlier email. I like your suggestion of the word operations and therefore would like my title to be, Director of Global Operations.

As for when I should start. It is up to you. You have said that you thought it was important for me to see the Bahrain event. That said, I would be willing to travel there to meet you on Friday. But, this may be too rushed for you.

I also feel it would be beneficial for me to see the structure of the Paris office before focusing on the USA.

So I suggest that I start on Thursday, April 1st in the office and spend Thursday and Friday with Doreen and get all the official paperwork done and set up on the computers etc. and then meet you in Paris on the Tuesday the 6th or Wednesday the 7th and spend a few days with you there and then we both travel back to the USA for some time here before the trip to Japan.

What do you think of this plan? Let me know.

If you are in agreement will you please send Patty Enright and Doreen an email so we can move forward with the paperwork details. Thank you.

I am excited about this next step in my career and I look forward to working with you.

My best,
Mary

[REDACTED] wrote:

Dear Mary

I have read with attention your email

I see that you will be out of work from May 13th to June 1st wich is a long period of time and during an important event wich is the World Economic Forum meeting in Jordan. The others commitments are nor really difficult to manage.

Based on that and based on the fact that you will have probably others commitments duting the year..i would recommand to integrate that in the salary structure.

I think we must work on a 130 000\$ fixed salary plus two different bonuses:
*5% of the Gross margin of the new business that you bring
* 50 000 \$ based on the quality of the work and the optimisation of the costs and the achievements of some objectives that we will define together

That structure could allow you to win at least 220 000/ 250 000 \$ if you bring good deals.

The title must be linked with ♦operations♦ as you will work in the field and with the prospects

I think that there is 2 options:

- *coming in Bahrain but it will be at the very last minute next Thursday
- *installing yourself in NY and working with me in NY after April 7th and coming in Japan

for a corporate event in Yokohama from April 18th until April 25th

I am still in Paris to solve some issues

I am supposed to come to NY evgen for 24 hours if something move for the Clinton project..

I think that we have a solid base to be successfull and i am at your disposal to discuss

Very best

Richard