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Letter of resignation

September 1, 2000

To: Michael Hayes
cc: Kathleen Hayes

This letter is to announce my resignation from the Phnom Penh Post as of the Second of September 2000.

The reason for the resignation is due to the shortcomings in ethical behavior in MS Hayes. I have for very long tried to be extremely understanding and professional like in my behavior to understand and workout MS Hayes' inexcusable and offending fits of rage. I have made every effort, but to no avail. I have been yelled, screamed and sworn at countless times for no apparent reasons to my extreme embarrassment in front of my friends and colleagues. She has also been patronizing and quite erratic in her behavior towards me. The truth is that the Khmer staffs are extremely petrified of her, and quite frankly and more sadly, the expatriate staff can't stand her.

Since I have been with the Post, I have enthusiastically and industriously contributed to improving the Post and, its public image. I believe that I have made considerable contribution in this regard. It has been said to me and the staffs at the office are talking about MS Hayes having a personal vendetta against me, for reasons unbeknown to me. This leads me to believe that neither my services nor my presence is any longer appreciated and required by MS Hayes.

It has been said that in the past employees of the Post have been dismissed unfairly and even with a breach in contractual agreement such as the clause stipulating a two month prior warning before the dismissal of a contracted employee. We have a verbal agreement of my employment with the Post and this leads me to believe that I would have a steady and secure income. Having said that, I have no desire to be employed by the likes of MS Hayes acting in a fascist, maniacal, and depraved fashion. In addition, I do not have the need of being treated unfairly without any professional discussion or consultation, and therefore, resulting in the loss of employment.

I can no longer withstand her condescending and her arrogant, and most of all, her unprofessional attitude towards me. In my opinion, MS Hayes completely lost it and posses absolutely zero interpersonal skills, managerial qualities, and the business acumen to successfully manage anyone or anything. Last Thursday, MS Hayes crossed the line and broke the proverbial camel's back, which pushed me beyond my threshold. The staff can enlighten you on this matter, if they are not too afraid to

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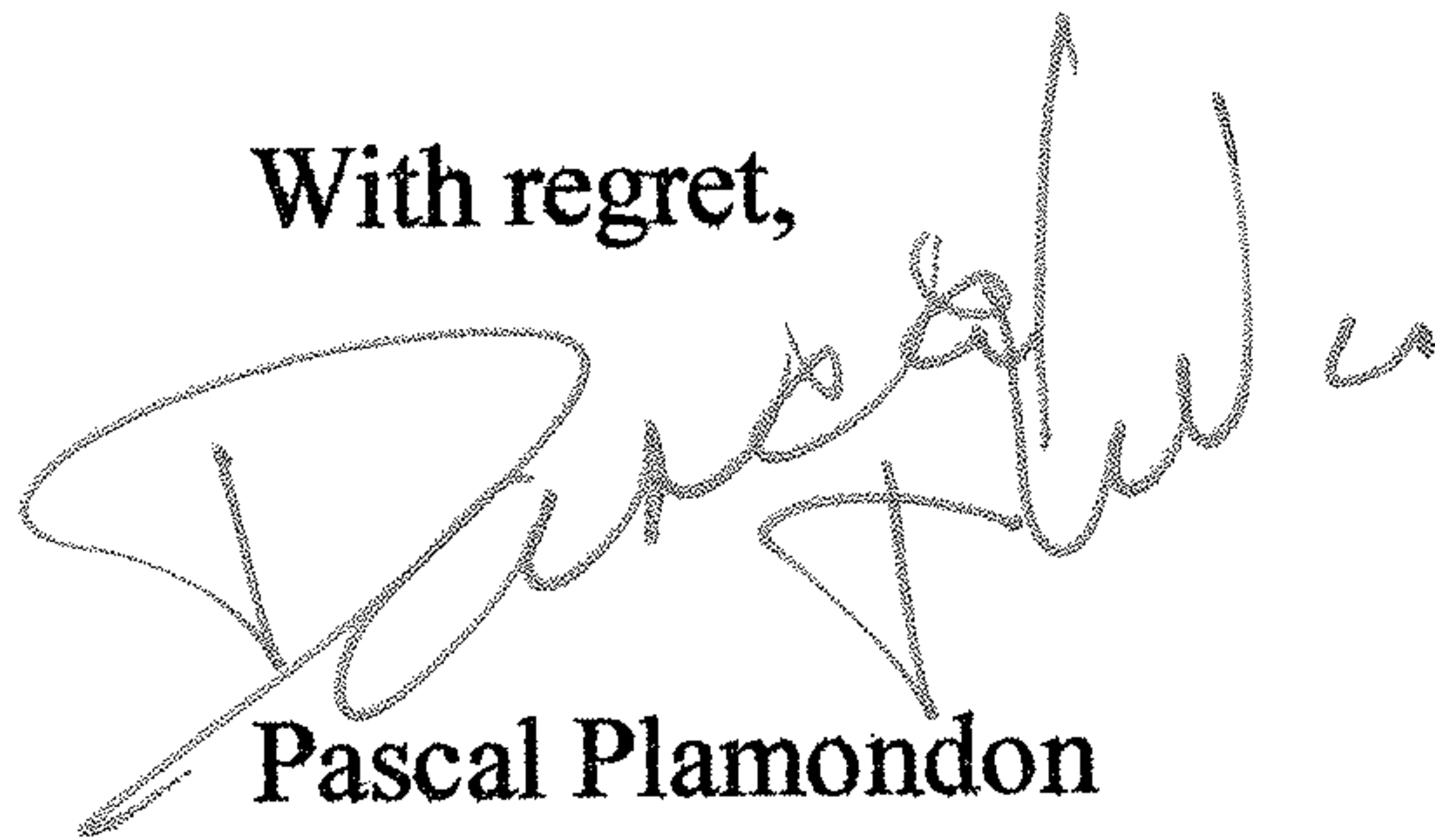
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speaking out. I have totally and completely lost any respect that I had for MS Hayes and I would never ever entertain the thought of being employed by her if that present position was the last job opportunity on this planet.

It is of great regret if this resignation comes as a surprise to you. Perhaps you are not fully aware of how the staffs are being treated at the workplace. For a better working environment where the staffs are motivated, dedicated, and inspired to work, there are but two solutions. The first is too drastic to mention and I therefore, have opted to take action and do the best thing for my dignity and sanity.

Find attached, what you need to know and take care of your advertisers.

With regret,

A handwritten signature in black ink, appearing to read 'Pascal Plamondon', written in a cursive style.

Pascal Plamondon

To Do

Advertisers, display ads

BBC	See Kathleen
CFC	Changes once in a while, see schedule in file
Comin Khmer	End 9/26
Diethelm	End 10/3
EDC	End 9/21
Happy Herbs	End 10/13
Indochine Insurance	New contract signed, send invoice to receive payment
Japan Printing	Open
JVK	End 9/26, payment still not receive
Metrofield	End 10/6
Sokimex	Payment not receive, go see Mr. Pan Sothiet at office
Swiss	Open
Tabitha	Call every Thursday, one week before publishing, she will send someone with the new ad and the payment.
Telstra	New contract signed, invoice already sent, the boss should be back from vacation early September.
Tilleke	End 9/19
CIL Cambodia(TNT)	Payment still not receive, 2 invoices sent, called 3 times.
Topaz	Send invoice every 15 of the month and go get payment the 30 or 31st.
Transpeed	End 9/26
Tropical Medicine	End 9/24
Neveu	End 9/23, see Kathleen
Pharmacie de la Gare	End 9/19, will probably sign a new contract, see special rate.
CHN Computer	End 9/19, see Kathleen
KPMG	End 9/20
American Green Card	End 9/20, payment not received (Bank Transfer or Kagi) one reminder already sent, should send a new one and check the with bank.
Monorom Hotel	Ad to change, go early since it is a problem artwork every time.
New Art Gallery	New artwork for next issue 9/19 go see her, photos in file
Kira Madhura	End 9/22
Continental Cafe	See Kathleen
Burns	End 9/26
Java Cafe	New ad for 9/19, free Pay-Per-Line (7 lines) for mistake in issue 9/17
DFDL	Map change for issue 9/19, contact Yves Cassagne, have him approve the location and text.
International Airport	Payment not received
Informatics group (SG)	Payment not received, from Singapore, see e-mail.

MBN	End 9/18
Cafe Asia FCCC how	Call Michelle to see what she wants for next issue, see many ads she has left (FCCC folder)
Zaman School	End 9/18
Naga Pharmacy	Renew every two issue (Pay-Per-Line) go see him Hong Kong Center.
Dieter-Magick	Pay-Per-Line, be careful, see schedule in folder or see Kong.
London School of English	Pay-Per-Line, paid until 9/19. He has a contract until 9/26, but will probably cancel everything since he is in jail pending trial for molesting infants.
Lee Real Estate	Pay-Per-Line, 200 photos ad is permanent, call him one week before publishing to receive his new ad, usually 2 ads. Payment late, call him, go get payment and give him few Pay-Per-Line forms.
Nigel Hakimex	Still no answer. Should call them to see if they want to publish an ad.
Bangkok Airways	Once in a while, see schedule.
KSL	Once in a while, see schedule, see new ads, Kong.
Radio Free Asia	See e-mail. They wants to take two half pages and pay before publishing (few months) Need to give them the size, price etc. See e-mail computer.

Map Listing

Out this issue, Monument Books

Thai Airways, it was a free map listing for mistake on location of display ad.

The folders I worked with should be in order, well classified. All paid invoice, contracts and communication is found in the binders on the right of my desk. The black book is to show potential clients about the artwork and sizes.