

After graduation from college I was eagerly looking forward to joining an organization that would welcome me onto their team, provide me with the necessary job training skills, invest in my success and reward me for my "sweat equity". After 15 successful years of learning the business, moving up and into positions with increasing responsibility and earning a respectable salary I find it is now time to move onto something else. Before I pack up my office, turn over all company literature and property, give up my network and voice mail passwords, please allow me to share with you the reasons why I am leaving your employ.

Item #1: Strict parameters set involving quota attainment. Each and every quarter meetings are conducted to discuss and set the sales quota for the coming quarter. Successfully as an Account Executive and as a Sales Manager I delivered and produced well above the profit margin. When the overall company quotas weren't attained, we suffered with the commission structure being changed and the initial incentive removed. My suggestion to you would be to keep the commission plan intact for the given quarter and not change the plan during the middle of the quarter, lessening the motivation of all employees.

Item #2: Commitment to a particular program. In a strong sales effort I have built strong relationships with loyal customers and they rely on my expertise to educate them in all areas of technology. During my career the business needs and models have changed and I find that we are dabbling in all areas and lack the commitment to a particular program. In a sense we give a particular portion of the total business solution "lip service" . This can only negate our relationship building and demonstrate that we cannot deliver what we sell; tangibles as well as intangibles. I suggest that once a new program is in place, we remain committed to the delivery and execution of the program, living with and working through all of the objectives.

Item #3: Lack of company resources to perform the job as expected. As a professional there have been particular company resources and perks that have aided me in my success. However, through the course of business and expense many of these things are taken away or were added to my salary i.e. business travel, cellular phone, laptop career training etc. Additional company training should not be viewed as an additional expense but rather an investment in the employees future success.

Item #4: Keeping up with Technology. To survive in this ever changing world of technology can be confusing as well as expensive. Shouldn't all of your employees be able to demonstrate the use of the latest and greatest? This investment of company resources should empower all employees with a sense of pride and send the message that you are willing to keep up with current technology.

Item #5: Company Hiring/Employment record viewed as a revolving door. It appears that in an effort to attract new team members our overall reputation has been synonymous with the "Revolving Door" and this prevents us from recruiting the talent that we need to compete. How do we change and overcome this perception? It can only be done from the

executive management team. This can be the most damaging to a company than any of the other mentioned items.

In closing, it is not my intent to embarrass or shame you or the other members of management but rather to share with you what I see as areas that can be addressed, changed so that everyone can reap the benefits of a professional, successful organization. After all, it was through all of these happenings that I have received true "Hands-on" career skills. You were willing to employ an eager college graduate and I was willing to learn and become successful in a very competitive industry. Thank you for the experience.

Sincerely,

A Successful Employee Ready to Move On