



Anushua Bag <[REDACTED]>

Contract Termination

12 messages

Fred Buehler <fbuehler@omni-chem.com>

Sun, Nov 29, 2015 at 2:26 AM

To: Anushua Bag <[REDACTED]>

Cc: Sandy Anderson <sanderson@omni-chem.com>

Anushua,

As per the consulting contract we put in place effective November 1st, 2015 (attached) I am formally advising you that Omni-Chem¹³⁶, LLC is terminating our contract with you as allowed for in paragraph 6 of the agreement.

Your services are no longer required effective immediately.

As the agreement specifies we are required to provide 90 days written notice of termination of the agreement and in light of this Omni-Chem¹³⁶ will wire transfer the agreed upon remuneration of \$3400 per month for the months of December 2015, January 2016 and February 2016. The wire transfer will be made on the last business day of each of these three months assuming no misconduct on your part.

You are currently in Shanghai, China on Omni-Chem¹³⁶ business. Since your services are no longer required effective immediately, Omni-Chem¹³⁶ will reimburse you for reasonable travel expense related to this travel which includes hotels, meals & airfare. Your return travel back to India is currently schedule for December 5th but feel free to arrange an earlier departure if you would like. Please use the attached travel expense template to submit those expenses and attach all receipts. Without receipts reimbursement cannot be made. Once received and approved by Omni-Chem¹³⁶ management the company will wire those funds promptly.

Should you need any assistance while in China feel free to call me at any time and I will have someone from my staff assist you.

Thank you Anushua and all the best for the future.

Fred A. Buehler

Managing Director

Omni-Chem 136, LLC

5881 Rolling Pines Drive

Naples FL 34110

Office: 239-254-2273

Mobile: 423-367-3180

Fax: 239-254-2274

fbuehler@omni-chem.com

www.Omni-Chem.com

2 attachments




Anushua Bag Consulting Contract 11-1-15final.doc.pdf

839K



OC Travel Expense Report Template.xls

213K

Anushua Bag 
To: Fred Buehler <fbuehler@omni-chem.com>
Cc: Sandy Anderson <sanderson@omni-chem.com>

Sun, Nov 29, 2015 at 10:35 AM

Fred,


I am planning an early departure because I already ran out of CNY 2000 which I was advised to carry since Sophia made me pay for the first two hotel changes which I never anticipated. I will share the travel expense details once I am back in India since they are all scattered at the moment.

Also, I will share your email address with the suppliers I have touched base with as and when they call me back, since the email is blocked, so that they can directly write to you and you can delegate accordingly. Trust that works with you.

Never expected this but we could have planned a better exit. Thank you and wish you and the entire Omni-Chem family lots of success.

Regards,
Anushua.

[Quoted text hidden]

Anushua Bag 
To: Fred Buehler <fbuehler@omni-chem.com>
Cc: Sandy Anderson <sanderson@omni-chem.com>

Sun, Nov 29, 2015 at 11:17 PM

Sandy,

Attached are partial expenses incurred. Request you to process this along with the salary for the month of November. I will share the final list comprising phone bills, internet, cab, visa charges, business card printing etc once I reach home.

Total Expense - \$1047.77 + \$3400 = **\$4447.77**

Please confirm once processed.

Regards,
Anushua.

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8 attachments



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20151129_222435.jpg
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20151129_222501.jpg
1660K



20151129_222610.jpg
1816K



20151129_222710.jpg
1495K



Airfare.png
113K



Hotel.png
141K



Final - OC Travel Expense Report Template.xls
208K

Anushua Bag <~~anushua.bag@omni-chem.com~~>
To: Fred Buehler <fbuehler@omni-chem.com>
Cc: Sandy Anderson <sanderson@omni-chem.com>

Wed, Dec 30, 2015 at 9:11 PM

Sandy,

Here are the additional expenses (visa, airfare, others). Details attached.

Total Expense - \$728.54 + \$3400 = **\$4128.54**

Regards,
Anushua.

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5 attachments



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20151221_224115.jpg
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20151221_224159.jpg
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20151221_223937.jpg
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Final - OC Travel Expense Report Template.xls
208K

Anushua Bag <[REDACTED]>
To: Fred Buehler <fbuehler@omni-chem.com>
Cc: Sandy Anderson <sanderson@omni-chem.com>

Sat, Jan 2, 2016 at 9:34 AM

Sandy/Fred,

Please have this processed. As per your note, this is expected to get processed at the last business day of the month.

Regards,
Anushua.

[Quoted text hidden]

Fred Buehler <fbuehler@omni-chem.com>
To: Anushua Bag <[REDACTED]>
Cc: Sandy Anderson <sanderson@omni-chem.com>

Sat, Jan 2, 2016 at 7:49 PM

Anushua,

The expenses will be processed next week after the holidays end.

Your refusal to return the Omni-Chem Shanghai office key to our staff after termination resulted in considerable expense to the company and constitutes misconduct mentioned in my note informing you of termination. As a result the monthly payment of \$3500 will not be paid to you. This will help offset the expense created for the company by your misconduct.

Thank you

Fred A. Buehler
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Anushua Bag <[REDACTED]>
To: Fred Buehler <fbuehler@omni-chem.com>
Cc: Sandy Anderson <sanderson@omni-chem.com>

Sun, Jan 3, 2016 at 8:58 AM

Fred,

This is completely unacceptable. Terminating someone on a business trip is unethical and the way your folks harassed me is a bigger misconduct. I never wanted to take this further so I started working on my project for which I need to pay my folks.

I can legally claim a bigger amount for the misconduct on Omni-Chem's part but I really do not want to get into all this and ideally you should be paying me the entire amount in a single go instead of paying it every month as it was written nowhere in the clause about the date of payment.

Please process the entire amount as it needs to be paid on the last day of the month and it is already the 3rd. Would appreciate a more professional behavior. Please have this processed by EOD.

Thanks.

Anushua.

[Quoted text hidden]

Fred Buehler <fbuehler@omni-chem.com>

Sun, Jan 3, 2016 at 9:09 AM

To: Anushua Bag <[REDACTED]>
Cc: Sandy Anderson <sanderson@omni-chem.com>

I am sorry Anushua but the decision made is final.

This matter is now out of my hands.

Fred A. Buehler

[Quoted text hidden]

Anushua Bag <[REDACTED]>

Sun, Jan 3, 2016 at 11:05 AM

To: Fred Buehler <fbuehler@omni-chem.com>
Cc: Sandy Anderson <sanderson@omni-chem.com>

Fred,

Your folks harassed me every single moment of my stay in Shanghai. I have ample proof of the hotel staff and my cousin from Dubai who requested the Director of a Chinese supplier to transfer funds to me since none of your staff helped me with my departure. I can share the entire chat transcript with Shiki where I had nowhere mentioned that I had refused to return the key.

You made me suffer "loss of face". I have a significant reputation in this industry. Request you to process the money.

Regards,

Anushua.

[Quoted text hidden]

Fred Buehler <fbuehler@omni-chem.com>

Tue, Jan 5, 2016 at 1:21 AM

To: Anushua Bag <[REDACTED]>
Cc: Sandy Anderson <sanderson@omni-chem.com>

Anushua,

You have expensed \$437.80 for air/train. Please provide a receipt for this expense.

Thank you.

Fred A. Buehler

Office: 239-254-2273

Mobile: 423-367-3180

Fax: 239-254-2274

From: Anushua Bag [mailto:anushua@omni-chem.com]
Sent: Wednesday, December 30, 2015 10:41 AM
To: Fred Buehler <fbuehler@omni-chem.com>
Cc: Sandy Anderson <sanderson@omni-chem.com>
Subject: Re: Contract Termination

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5 attachments

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20151221_224159.jpg
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20151221_223937.jpg
1693K

 **Final - OC Travel Expense Report Template.xls**
208K

Anushua Bag <anushua@omni-chem.com>

Mon, Jan 11, 2016 at 11:39 PM

To: Fred Buehler <fbuehler@omni-chem.com>, Sandy Anderson <sanderson@omni-chem.com>, whitneyb@omni-chem.com, ocglobalsourcing@omni-chem.com

Fred,

Since I did not hear back from you and the matter is out of your hand, I am formally advising Omni-Chem¹³⁶, LLC the following compensation in lieu of an inappropriate and unethical termination

according to the attached agreement.

1. **Loss of face** – Point# 9 of agreement (Compensation – USD 1,000,000)

- Terminating the contract on a business trip without assisting me with my departure
- No written warning before terminating the agreement without citing any specific reason
- Terminating on a weekend and then accusing me of inappropriate charges like refusing to return the keys

2. Harassment upon reaching Shanghai with multiple hotel changes (booking a hotel which doesn't accommodate international guests) and then refusing to pay for business travel reimbursement – Point# 3 of agreement (Compensation – USD 10,000)

3. Terminating without giving a written notice of 90 days and then refusing to pay as was promised – Point# 6 of agreement (Compensation – USD 50,000)

4. Making me work on JIVE which wasn't in the scope of work – Point# 2 of agreement (Compensation – USD 5,000)

5. Inability to pay the monthly remuneration on the last business day of the month resulting in a penalty – Point# 5 of agreement (Compensation – USD 34,000)

6. Five years non-disclosure of confidential information so I couldn't work in the industry again – (Compensation – USD 2,94,002) (compounded at 15% annual increment on monthly remuneration) – Point# 9 of agreement


Failing a written acknowledgement by 13th Jan, 2016, I will take this up with the Indo-American Chamber Of Commerce, US – India Business Council and the likes and the investor community that I am connected with, post which run a digital/social media campaign as an awareness to highlight the matter.

Thank you.

Regards,

Anushua Bag.

----- Forwarded message -----


From: **Anushua Bag** 
Date: Sun, Jan 3, 2016 at 11:05 AM
Subject: Re: Contract Termination
To: Fred Buehler <fbuehler@omni-chem.com>
Cc: Sandy Anderson <sanderson@omni-chem.com>

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2 attachments

 **Anushua Bag Consulting Contract 11-1-15final.doc-1.pdf**
843K

 **Anushua Bag R&R.docx**
19K

Anushua Bag  Mon, Mar 7, 2016 at 2:01 PM
To: Fred Buehler <fbuehler@omni-chem.com>, Sandy Anderson <sanderson@omni-chem.com>, whitneyb@omni-chem.com, Sophia Wang <swang@omni-chem.com>, "Yuvaraj, Govinda Pillai" <uv@harke.com>, karlpaulsen@pcchem.com, CraigFrial@pcchem.com, KSaunders@surfachem.com, BStevens@surfachem.com, rickdegraf@pcchem.com, mkessler@bannerchemicals.com, Susan Chaplin <schaplin@omni-chem.com>, patricia.katzmark@hawkinsinc.com, John.Sevenich@hawkinsinc.com, Don.Wozniak@hawkinsinc.com, Max_Miquelarena@solvchemintl.com, shikizhu@omni-chem.com, mcastaneda@omni-chem.com, linazhang@omni-chem.com

Fred,

Just a gentle reminder that I am taking this up legally now.

Thank you.

Anushua Bag.

----- Forwarded message -----

From: **Anushua Bag** 

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2 attachments

 **Anushua Bag Consulting Contract 11-1-15final.doc-1.pdf**
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 **Anushua Bag R&R.docx**
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