

## Champion Scale letter of Notice

7-31-2023

Dear valued Customers of Champion Scale and all whom it may concern;

We like to set our intentions and inform all of our newly increase rate. Our intentions are with and from our hearts for all with unconditional love, and in these intentions we would be thankful and grateful to: start to, build and share sabbatical leaves with our valued, loved employees. This is a leave granted to each persons within our company. For every 6 years of work with this new rate (we will label sabbatical paid leave on every billed job) we welcome and encourage all to help contribute. To gift the 7th year paid leave. Blessing our employees and company a year to find rest and relaxation, to study, and to travel and explore the world around them. These will be accumulative. Meaning that though we encourage our employees to use them on the 7th year; we offer the opportunity to grow them and use at their own convenience.

We have been guided to start this process out with a rate of \$100.00 dollars perjob. This extra payment will be secured into a bank; separate from our main company bank, to provide an out of sight out of mind savings fund. This account will be opened in the name of Champion Scale and its Employees. As well we plan to keep an updated record of this account to employees and all in our company. As to encourage our company to raise its quality and proficiency of all within our Champion Scale company.

Our goal and plan moving forward is to allow two of our technicians in February 2024 to take the first of many sabbatical leaves. We infom you of this now to give praise, thanks, gratitude, and love for the help in this process. By receiving this letter we ask that a return letter be sent out within 2 weeks; as a reply confirming the okay within your company's to this new rate. If no answer is received we will be adding this charge; named Sabbatical Paid Leave or SPL for short, January 1st 2024.

With all the love of our God we thank you all dearly

Champion Scale and its employees

Thank you for sharing your positive business and loving company with us

## Champion Scale

### Sabbatical Paid Leave

#### Guide and boundaries

**Definition of Sabbatical Paid Leave** = A leave granted every 7th year for rest/travel/research and study. So for every 6 years of work a person will be granted one year off work with paid leave. **Explained in another way** if a person starts work date of 1-1-2000 they work till 1-1-2006. From 1-1-2006 to 1-1-2007 this said person is granted a year off work with pay. To rest/travel/study and or change careers.

**Reference to Sabbatical Paid Leave = Bible** Leviticus 25:1-7 now we all know these words of God are a little out dated. So the following will be an update version to current times. To help bring clarity, understanding, acceptance, and transparency of how these procedures will work from this point of 1-1-2024 within Champion Scale.

**Example how this will work=** Say we have 3000 jobs in one year. We charge 100\$ per job this total comes to 300,000\$. So per job  $3000 \times \$100 = \$300,000$  per year; that times 6 is \$1,800,000. So per year  $\$300,000 \times 6 \text{ years} = \$1,800,000$ . Now let's say we have 12 employees only 10 have worked 6 years others have not. For easy math 10 people let's say 5 of them make \$100,000 a year and 5 make 50,000 per year. So the  $5 \times \$100,000 = \$500,000$  and  $5 \times \$50,000 = \$250,000$  for a total of  $\$500,000 + \$250,000 = \$750,000$ . This will be submitted directly to each employee of the company at this time. A Notice will be written that if one wishes to take a year leave they are allowed from this date to this date. If they wish to continue to work this is also an option and encouraged just as much as taking leave. To which the names of those who do not take the leave will be recorded along with appropriate years for sabbatical. See section further down **using sabbatical leave** for further details.

**Left over savings-** now in the expansion above \$1,800,000 was accumulated over 6 years and \$750,000 was what the total outcome was to pay for sabbatical leave. This means that there is a left over \$1,050,000 left. What is this used for?.. GOOD!!.. Question... This amount will be saved and kept in this account to gain further interest. Which According to the FDIC, the national average interest rate on savings accounts stands at 0.42% APY (as of July 17, 2023). This applies to both average and jumbo deposits, which are accounts with a balance over \$100,000. This means that on the \$1,050,000 (we will call/refer to this as foundation savings) in account information one year it will make interest of \$4,410. Now this is not much persay in the grand

scheme of things but it will grow to become much more. For the first 6 years this should not be used just left in account. In the next 6 years following just for the purpose of easy mathematics  $\$4,410 \times 6 \text{ years} = \$26,460$ . Say all stays the same for the next 6 years this means that the  $\$1,050,000$  times 2 is now  $\$2,100,000 + x 0.42\% \text{ interest} = \$8,820 \times 6 \text{ years} = \$56,920$ .

Interest used for= pay incentive bonuses for all employees. Use this to help employees to promote financial security in all our company. So after 6 years well in this case after 12 years of work each should be gifted the following; we will use the  $\$26,460$  of interest accumulated as shown above. So for this math let's use 12 over all employees. For even if they have not worked a full 6 years and are eligible for sabbatical year; this interest is incentive for all and we want to help all achieve financial freedoms. For equality in our company we will divide this evenly amongst all 12 employees of Champion Scale. Meaning that  $\$26,460 \div 12 \text{ ppl} = \$2,205$ . Let's add the next sabbatical year interest gained for this next example of  $\$56,920 \div 12 \text{ ppl} = 4,743.3333333333$  in this case remove the decimal to make it a whole number of  $\$4,743$  per employees of 12. The .333333 or whatever the decimal is will be accumulated into the remaining amount of the sabbatical paid leave bank account. Added to the foundation savings.

Using sabbatical paid leave= this part is more for our dealy loved customers who we provide our services to, and are helping make this reality for us. With gratitude thanks and love for them. Now we would love to all take off every 7th year, but we know due to current times this may not be likely to happen; due to this reason: we want to keep our customers happy and keep providing our services to them. So for this reason at first we shall only allow 2 of our employees at any given year to use sabbatical paid leave. (This may increase in the years to come depending on the increase of employment. Customers will be informed who and when the said employees will be taking their sabbatical leaves) This not only keeps our own company running and able to provide our services but helps our customers. So they do not need to search for another service. We at Champion Scale have much love, thanks and gratitude for all our customers. As most of our customers; we have had the pleasure of sharing our business with for many years; from before this point, and have a good effective, efficient working plan established when we arrive at their companies. We would like to incorporate this newly paid leave with keeping the order of our services to our customers.

So in a **recap**: for now only 2 employees at any given year will be able to take sabbatical leave. This is also why we allow them to be accumulative. How will we determine this??? The first two have already been chosen. As a guide and boundary this must be added after that point. **Only one boss at a time may take sabbatical leave and one employee.** Reason for this: at this moment there are 4 bosses; if one leaves the other 3 should be able to continue the proper business needs. If more then one leaves this may cause a strain on our good business practices.

**-added note-** This is unless one of the employees is trained and able to take over that position for the year of sabbatical leave.

Now since this is a new practice after the next 6 years we are encouraged to let the employees with the most years or also known as seniority to take the next sabbatical paid leaves. Which we plan to start this in 1-1-2024 to which we have picked 2 employees to be blessed with this gift. Then the next opening for this opportunity will be on date 1-1-2030 after this date those who worked with us from 2024 to 2030 by seniority of years worked prior to; the start of this next sabbatical paid leave. They will be able to start using this sabbatical paid leave. As shown in the above section the money acquired will be used to allow 2 employees (1 boss if desired and 1 employee or 2 employees) to take sabbatical paid leaves per year.

**What Champion Scale will do =** As stated above we will continue to provide our services. This section is more for the relationship between Champion Scale and sabbatical paid leave employees. Champion Scale will reach out to each employee on sabbatical paid leave 3 times during the year. This will be on the 3rd month 6th month and 9th month. If employee does not contact Champion Scale first. Champion Scale on the 13th of each of these months listed above will call and or email said employees. The reason for this is to check up on people make sure they are doing okay, and to also communicate with them about their plans moving forward. As related to resuming job with Champion Scale or going to another place. If no answer is made after the 9th month said person will be presumed terminated from position. And Champion Scale will be looking for replacement.

**Paying sabbatical paid leave =** the pay for this leave will be given two options. The first is to have year off work and receive a bi-weekly check as usual standards. Some may want this option as it will help them to continue to budget their own finances properly.

The other option available is to take a year off work and have a check directly deposited for the full amount of one year paid leave. Some may want this option and we make it available due to the money is in our account to do so. If this option is chosen we shall write the check for after taxes paid as if was bi-weekly. Either way we are grateful and thankful and love to share this opportunity and experience with our employees.

**If someone leaves plan=** now it may happen that a person is employed with Champion Scale and does not make it 6 years; whatever the reason. The amount of years they did work will be recorded with their name and date of start and leave next to. If they return within a year after they are still eligible for this and will start where they left off as dated. Now for this math we will use the yearly income of \$50,000. On the 7th year; if the said employee does not return to work

this sabbatical paid leave should be counted as interest. See above section of **interest used** as incentive. Or used to provide ALL employees with pay raise increases. This is scenario number one.

Now for the next we will use the same yearly income of \$50,000 but let's say the employee has a total of 14 years worked. We will take however many years worked and divide it by 6 years. So  $14 \div 6 = 2.33333333$  in any case where it's not a even remove decimal. This would be 2 years of sabbatical paid leave. Now Champion must offer this to said employee before they leave. A check will be written for the full amount. The remaining decimal will be added to foundation savings.

**After 14 years=** For the sake of easy math and understanding: we will say that as discussed above all employees sabbatical paid leaves and interest stayed the same through out the 14 years. Now after 14 years of accumulated sabbatical paid leave; the foundation savings of  $\$1,050,000 \times 14 \text{ years} = \$14,700,000$  on the 14th year. Now we should try not to touch this foundation saved money. On the 14th year of saving if needed and should be properly discussed within all of Champion Scales employees at this time. There will be granted an allowance for company and business expenses. This should not exceed 50% of \$14,700,000 acquired. This means if there is  $\$14,700,000 \times 50\% = \$7,350,000$  or  $\$14,700,000 \div 2 \text{ half} = \$7,350,000$ . Now every 14th year this foundation savings up to 50% as described above can be use for the following: - building upgrades(purchase of new building or expansion to grow company into other areas, repairs or upgrades to current building), -Purchasing new work trucks,- Purchasing new tools for shop and or employees (so jobs can be completed in a more efficient way),- Purchasing office supplies that may be need to have our business run smoothly (example but not limited to: paper, printer and/or Ink, computers or lab tops, books/manuals). -Providing proper pay raises to all in company and or new employees/temp services. Now if after these things above are fulfilled first and/or there is remaining amount of the 50% or in this example \$7,350,000. The remaining amount should be gifted to a charity/organizations chosen and voted on by all within the company. Meaning bosses and employees. Each person counts as one vote. Makes for easy tallie. At this time we will allow each person to present a charity to be voted on. This list should be voted down to the top three total charities which the remaining amount will be distributed equally among them. If say 12 employees the likelihood of 12 employees present 12 organizations/charities and each one votes for the one they presented. In this there where 12 charity each one got one vote so there is not a top 3. So in other words if a tie of more then 3. The money left over is to be distributed equally to all 12 in the case above. So say there is \$7,350,000 no purchases are needed and this is being donated take  $\$7,350,000 \div 12 \text{ charities} = \$612,500$  for each charity. We will not be greedy with one another and share the abundance of God with equality. In this 14th year we shall also reevaluate the current rate of \$100.00 and will not increase it more then 3 times the amount. If needed and this will be submitted to customers year to 6 months before hand. The increase would be due to increased employment within our company.

**After 49 years=** this 50% will be much more accumulated. On the 49th year of doing business we shall share 7 years of paid leave with all in company location. Bosses and employees. And in this from 49 to 50 years shall enjoy one whole year of Champion Scale being closed for all business.

When we decide to reopen after this. We give our Thanks Gratitude and Love to our customers for allowing us a year break. As we given plenty of notice ahead of time through this written plan. In this we would greatly appreciate and encourage that all our customers welcome us back to doing business with them. Say this does not happen the left over foundation savings can be used to reestablish Champion Scale. Starting over...

If there is more then one location. Say one location of Champion Scale has made it to 49 years they take the above mentioned. The jobs for that year should be divided up equally to the nearest Champion Scale locations. In this doing no customers will need to worry or stress finding or not having our services. This would also provide the locations that closes the ability to reinstall itself back into its original system of work after the leave closure.

**Matter of selling/changing ownership Champion Scale =** If say this happened which we would hope would never happen, but with life and death and the ever changing of what happens in life. This is something that needs to be mentioned. First priority is for the company to be handed down through the family of the current 4 bosses as of 1-1-2024 and any of their generational descendants. If say none of the family want to take over the business operations. The next should be offered to the top 3 employees at this time. This will be per location.

Say noone wishes to take over and the business is left/closed for good. All accumulated sabbatical paid leave should be recorded and paid out as promised above. Years of worked divide by 6 for each individual. Any left over money for example the foundation savings should be treated as interest and blessed to ALL employees at this time of closer equally.

This business should never be sold to another company. It is ether handed down within the company as explained above or closed permanently..

**Amount of bosses per location =** at any given time; in any location of Champion Scale the number of bosses should not be less then 3 or more then 4. The boss position will first be offered to family! If noone in family desires it. They may choose to offer it to the top 3 to 4 employees. There should always be 3 bosses minimum; this helps not only with current location but any expansion locations run more efficiently. 3 people can work together as a team and achieve more then one or two.

**Extra payment** = every job no matter if a customer pays extra will be charged the 100\$ called sabbatical paid leave. Now if a person, charity, or alien would like to donate to this beautiful blessing we will welcome it with open arms and hearts and add it to our foundation savings. This would be greatly appreciated and seen as a very kind hearted loving gesture.

**Holding this money**= this section portrays to the banking. The business already has bank A for its current business. This sabbatical paid leave rate of \$100.00 per job will be secured as talked about in cover letter into another bank. Opened in Champion Scales name and employees with side note sabbatical paid leave mentioned in the account some where. This means that if business uses bank A they must find another bank called bank B to start up a new savings account in; for this. The reason behind this is to not only create a out of sight out of mind savings, but also to provide less confusion or miss use/cross over into bank A account. Keeping it separate and it's own entity.

**Account reporting**= this section is for reporting to all employees statements of the sabbatical paid leave bank account. This will be recorded and shared at minimum once per year. It will include such information as normal bank statements; plus the names of employees with each amount for sabbatical paid leave acquired to that date. It will show the amount that any employee was paid for their sabbatical paid leave. So basic checks and balances of the account will be printed or emailed to each employee. This is to communicate transparency and so everyone will have an understanding and acceptance of proper usage.

These are the guidelines and boundaries guided to us through God almighty. May the Lord watch over us and provide further help in the future if the need arises. Or guide us to find common ground with one another to make positive, peaceful, and loving upgrades and changes to this foundation. None of these words should be changed or removed. If changes are to be made it should be in addition to this foundation as a added note and dated as such month-day-year. We plan to use this as our foundational guideline and provide this information to each of our customers to help share awareness, clarity, and transparency in our up coming sabbatical paid leave rate added to all billed jobs starting 1-1-2024.