

On Fri, Jan 10, 2025 at 12:20 PM Jorden Timothy <jordan.timothy44@gmail.com> wrote:

\$1000 will be just a civil penalty to BOLI. I feel like you don't even realize the laws that you have broken. Or the seriousness of all of this. The 12 day written notice is very documented.

I will proceed with the BOLI Claim. Thank you for not being reasonable at any moment of our conversation.

On Fri, Jan 10, 2025 at 12:14 PM Collins Coltharp <Collins.Coltharp@directdemo.net> wrote:

Hi Jorden,

Following our previous discussions, I'm writing to inform you that we have been authorized to offer a final settlement of \$1,000 to resolve this matter. This offer is contingent upon your signing a legal release.

After consulting with Oregon BOLI and reviewing the details, we believe this is a fair resolution. If you wish to proceed, I can send over the necessary paperwork for your review.

Please let me know if you would like to move forward with this settlement.

Best regards,

Collins

Collins Coltharp

Direct Demo (AMJ, LLC) | Payroll Manager

collins.coltharp@DirectDemo.net | (901) 258-5633

My calculations indicate a timeframe of 28 days, which is just a few days before the 30-day payment deadline. This is a reasonable approach.

Despite numerous emails and my efforts to resolve this without escalation, the payment remains unpaid, and there has been no reasonable effort on your part to address the issue.

If the \$8,000 is not accepted, I will proceed with filing the claim immediately.

Wish that we would've agreed but it seems like you guys have shown no responsibility or will come to a reasonable agreement.

Sincerely,

On Thu, Jan 9, 2025 at 2:43 PM Collins Coltharp <Collins.Coltharp@directdemo.net> wrote:
Dear Jorden,

I appreciate your patience and understanding. After consulting with leadership, I need to inform you that I am not authorized to approve a payment of \$8,000.

Would you be open to discussing an alternative amount? If you have another figure in mind, I'm happy to review it with the appropriate parties.

Thank you for your continued willingness to work towards a resolution.

Collins Coltharp
[Direct Demo \(AMJ, LLC\)](mailto:Collins.Coltharp@directdemo.net) | Payroll Manager
collins.coltharp@DirectDemo.net | (901) 258-5633

From: Jorden Timothy [REDACTED]
Sent: Thursday, January 9, 2025 4:16 PM
To: Collins Coltharp <Collins.Coltharp@directdemo.net>
Subject: Re: [EXTERNAL]Final Notice of Unpaid Wages and Penalties

Of course.
Again, I apologize for the multiple emails. Please let me know the moment you do. Thank you.

On Thu, Jan 9, 2025 at 2:11 PM Collins Coltharp <Collins.Coltharp@directdemo.net> wrote:

Thank you for your email and proposal regarding the settlement amount of \$8,000. I need to discuss this with our leadership team before providing a definitive response. I understand time sensitivity is important to you, and I will work to get back to you as quickly as possible.

I appreciate your willingness to work towards a resolution, and I will be in touch very soon with our response.

Collins Coltharp
[Direct Demo \(AMJ, LLC\)](mailto:Collins.Coltharp@directdemo.net) | Payroll Manager
collins.coltharp@DirectDemo.net | (901) 258-5633