



ENLIGHTEN / EMPOWER / ENCOURAGE

Kim Foard <kim@cfocares.com>

Modification to Agreement dated April 9, 2020

1 message

Kim Foard <kim@cfocares.com>

Sat, May 16, 2020 at 5:57 PM

SEE THE PDF ATTACHED

»

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Building Your Dynamic Future

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May 16, 2020

Plumb Fullofit
Dime A Dozen, Inc.
666 Broad Is The Way
Brimfire, XX 12345

Re: MODIFICATION OF AGREEMENT DATED APRIL 9, 2020

Plumb Fullofit:

The purpose of this letter is to set forth the issues of DEFAULT and STIPULATIONS of any continued professional relationship with you or your Company.

Originally, YOU desired to engage SAGETALK to provide business services to YOU, including, *personalized* Business Coaching and Consulting Services.

You, simply, have NOT fulfilled the duties and responsibilities, as they are detailed in our Agreement. [[Exhibit A](#)]

In the way of introduction, I'll remind you of another squandered opportunity, from just a few days past *exactly* one year ago. I met with you and Utterly Clueless at 666 Broad Is The Way, for not even 30-minutes on Friday, May 10, 2019. [[Exhibit B](#)]

You had every opportunity TO DO — one year ago — exactly what we've done for the last month. Yet, EGO ruled supreme that day. You and CEO swore (cussed as you might say) at me — and you were even so silly to ask, “Why did you have to hurt his feelings?!”

The whole Story is on my website for everyone to read and enjoy: [Vision to Succeed](#). You might also note the published date: **May 11, 2019, Saturday**. I do some of my BEST writing on Saturdays — and here I sit tickling this silly keyboard on another Saturday, in hopes of awakening YOU to what it will take to **Practice** what you **Preach**.

I *really* have my doubts though, because on Facebook this morning, the “problem” leaped right off the screen into my consciousness — YOU have an I problem. As in, ME, MYSELF, and I is about as far as your thoughts travel.

You *may* be off the charts brilliant; your IQ *might* be impressive. However, your EQ is nonexistent. You have absolutely NO clue how to be respectful of other People's feelings.

In fact, you and my son-in-law suffer from the same affliction: **Potty-Mouth**. He, just like you, finds it impossible to offer what I've earned and deserve — [RESPECT](#).

YES — those are his words, in the first paragraph of that article. Disrespect runs rampant among many of the recent generations. As for me, I was taught to respect everyone — EVEN if they hadn't earned it *and* didn't deserve it. Pardon the pun, BUT that's the BETTER way; that's DOING the next, right thing.

I'm sure you remember what you posted on Facebook, as a toddler might do to draw attention to some great thing they've done. #IDontShutUpIGrowUp [\[Exhibit C\]](#) You want to brag about “working” 80-hours in five days. I'll pat you on your little head after you keep up with me and WORK my 100-hours.

Which brings us to the REAL introduction I had planned at 3:00 AM, this morning.

You were *warned* by me on Monday morning, May 11, 2020, at 7:00 AM, to watch your **tone** toward me. What did you do? You went on a 10-minute rage fueled RANT — and I listened to every bit of your nonsense. When you were done it was MY turn.

In a calm voice, I explained that **IF** you *ever* did that again, I would refuse to participate in anymore of your CRAZINESS. Then, you got all teary-eyed to pluck at my heartstrings to have me believe your lies that “somehow” you looked up to me as a father-figure.

I've been known to FALL for the deceit of other NARCISSISTS [\[Exhibit D\]](#) — but, I'm getting quicker on the draw to spot their slight-of-hand manipulations. That's ALL you were doing on Monday, with your *faint* words of praise — because by Friday (yesterday) at 6:00 PM you were swearing at me, again.

And, that's OK — because if there was *ever* any doubt to your lack of character, before, there is NONE, now. YOU are MORALLY INSANE defined as, “**unable to be trusted to behave pro-socially towards others.**” [\[Exhibit E\]](#)

You have accused me more than once of being way TOO sensitive and that I get my “feelings” hurt much TOO easily. Well, we now ALL see those are just a few of the favorite tricks of the Narcissist — gaslighting, projection, and script-flips, where YOU (the abuser) becomes (pretends to be) the victim.

What AM I talking about? These are your words to me, last night.

“All you do is sit behind a desk!”

“I don't care about the accounting or financials!”

“I'm getting shit done to take care of my people — and that includes YOU!!”

For the sake of a PG-13 Rating, I'll protect innocent ears from ALL of your FILTH fillers. Yet, everyone has experienced your TANTRUMS and has heard your POTTY-MOUTH.

I warned you again last night that **IF** you ever behaved that way again, I would be DONE with you. Here's where things really got interesting — because you had even more to say.

“I’ve done deals in my pajamas — gone into car dealerships and been ignored. Then when the shithead salesman realizes I’m flush with Cash and doin’ the deal with his buddy, he’s really sorry. That’s what I like — to have ‘em come crawlin’ back to ME.”

“Over six months, you’re gonna’ take \$200,000 from me. You SHOULD be more appreciative of the OPPORTUNITY that I’m giving to YOU!”

One of my favorite movies is *A Few Good Men*, with Jack Nicholson. I’ll [paraphrase](#) his frustration with Tom Cruise, “You *messed* with the wrong Consultant and Coach.”

If what I have DONE for you in the span of one month is so easy, maybe you can explain WHY I’ve lost 15 pounds in 30 days?

Furthermore, after defending your honor with Intuit and shortening Direct Deposit processing from 5-days to Same Day, you never even acknowledged the achievement. For what it’s worth, I accomplished ALL of that, “from behind my desk”. [[Exhibit F](#)]

While I’m in the mood for a little *Philadelphia Lawyer* shtick, maybe you can answer these questions, too:

- If you’re such a smart guy, why would you EVER talk down to and DISRESPECT the fellow who OWNS the Slack workspace you and your Crew are enjoying?!
- WHY are you consistently LATE to our scheduled Zoom meetings; outside in the wind causing POOR Audio; in your truck while PLAYING with a Bluetooth connection to your phone; attending sessions with LOW battery on your Laptop; CLUELESS about what I posted in Slack from 1:00 AM through 7:00 AM, while preparing for a dynamic Conversation with you; and UNWILLING to give more than 5-minutes of focused attention to anything I have to share?!
- WHY were you disrespectful to Ben Kirk [[Exhibit G](#)], of JobNimbus, during our Training?! Watch the two-hour [Video](#) to see yourself engaged for 30-minutes.
- WHY do you hire People without consulting those who will work with them?!
- WHY do you hire your Facebook buddies — rather than Quality employees?!
- WHY did I not receive the *Contract for Deed* on The Smurf Building?! Funny thing, I asked both YOU and Becca — and received NOTHING.
- WHY have I *still* NOT received the *Vertex Services Agreement*?!
- WHY did you feel it necessary to ruin Friday afternoon for ALL of us?! — after, Daron announced a small but collaborative WIN with Oklahoma. That SHOULD have been time for a small party and Company CELEBRATION. But, oh no, again, EGO reigned supreme. Are YOU happy behaving like such a JERK?!
- WHY are you always bouncing off to chase the next, shiny object someone might dangle in front of you?!
- After Becca has given you at least seven (7) years in service as a LOVING wife, WHY do you treat her like a high-priced ESCORT?!
- WHY do you treat Daron like a *Butler for your Bullshit*, a *Valet for your EGO*?!
- Do you REALLY believe your Champagne tastes will ever be financed by your Beer budget?!

I could carry on with the Questions; YOU get the idea. There are NO *good* Answers for your BEHAVIOR — other than one.

Your ***modus operandi*** is that of the CLASSIC Narcissist: LOVE Bombing followed by Personal DEVALUE.

In other words, on the first date, you're quite charming, full of compliments, and false flattery. That might go on until your Sweetie is HOOKED — then, Katie bar the door, because the MASK comes off and she's wondering where the nice guy went. But she WAS so enamored by your FALSE self, she wants — and stays around hoping you'll "give" it to her, again — another EGO boost. No different from any other addict.

As dysfunctional as it IS, you're both USING the other for SUPPLY — but, you're more clever, subtle, and manipulative. She has NO chance — by the time she comes to her senses, you (an EMOTIONAL vampire) have sucked her dry.

There's NOTHING left of the poor dear; nothing to satisfy you any longer — SO, you cast her aside (kick to the curb) and go in search of your NEXT victim.

In 2014, as I was burning out from 35+ years of working with the Builders (Grandpa), assisting the Janitors (Dad), and enduring the ([little Juniors](#)) Debtors, I met Plumb Fullofit. What I described at the top of this page, is EXACTLY what you did to me.

It required two years of what I call my *Trip-through-the-Desert* to rest and heal. Every night for over two years, I went to sleep hoping I would not wake up. Then, finally, on August 30, 2018, I literally stumbled into the [TRUTH](#).

In the span of one month, I have witnessed you throw away these individuals: Roger, Gerald, Rachel, and JP. They ALL deserved better — especially Rachel. You bullied, harassed, and threatened her. She could not endure any more and took herself to safety.

I'll give you a heads-up — Lisa will NOT endure your bullshit. Treat her like you have the rest and she WILL sue your ASS into kingdom come.

Speaking of Higher Powers, I suggest you get in touch with your Spirit Guides — because you're at a fork-in-the-road, a defining moment. Whatever you DECIDE will chart the course for the rest of your life.

WHY you think a movie, ***The Secret***, holds the keys to an abundant life, I will never know. Bad beliefs die hard —and you have your mind wrapped around this one — as ***IF***, there really is a Fairy Godmother, Tooth Fairy, or Santa Claus.

Long before your Movie, there have been MANY other individuals preaching the same thing. The principle is [Law of the Harvest](#) — and Earl Nightingale was one in our era, with his version titled, [The Strangest Secret](#).

So, ***The Secret*** is *simply* the Kindergarten version of much better presentations.

The time has come to revisit your latest claim to fame: **#IDontShutUpIGrowUp**

I agree, the time has come for you to GROW UP! Because your Fantasies are incurring Debts that are maturing — coming DUE. You can either choose to catch a gear — OR you will be steamrolled by Karma. She is 100% accurate in delivering what each of us have earned. You are about to GET your reward.

For example, I'll bet some pretty good money you've never even THOUGHT about having Employees sign a **Covenant-not-to-Compete**. I know for a fact that it's not part of the NEW Employee Handbook — although, Dani added a *whole* page of narrative to nickel-and-dime the process for Vehicles.

There are a couple of guys in North Dakota — Jake and Kobe — who you have yet to give them the PUBLIC recognition they deserve. They're getting' it done, over there. YOU “**mess**” with them — to use, abuse, and “try” to mistreat — and they will step out on their own. Talk about OWN a Market — *Dime A Dozen, Inc.* WILL wither into the dust.

“So,” you say, “I'll just focus on what's left.” Bud, you haven't been paying very good attention at all. Because, the people left all NEED Jobs. They will endure your mistreatment — because they have Families at home and you “give” them a paycheck bigger than most other places.

Money does NOT buy loyalty — and it does NOT buy respect in the Community, either. You can continue to throw good money after bad to the tune of \$200,000 for Donations and \$400,000 for cute Ads. Evidently, you're oblivious to the snickering behind your back and the laughter at Chamber Events. People see you for who YOU really are.

You ARE a self-absorbed, narcissistic, control-freak fueled by pure EGO. You might be able to control those in need of a Job. You **cannot** control me — because the last time I needed a Job was November 30, 1981. At age 26, I started my own Company selling the intangible known as **Peace of Mind**.

You have no idea of the many millions of Dollars people have been able and willing to pay me for just a taste of **Heaven on Earth**. You know exactly what I'm talkin' about — you have been provided the opportunity several times over the last seven years.

Now, though, once again, you stand on the edge of throwing it ALL away. You BETTER think twice, sleep on your decision, and consult every trusted Soul in your universe.

Since the ONLY thing you do seem to respect is Money, I'll frame the NEW **Terms and Conditions** of our Agreement dated April 9, 2020, in ways you'll be easily **able** to understand — **willing** is a whole different topic.

Don't agree with my analysis?! Well, let's consider your BHAG — *Big Hairly Audacious Goal*. I encouraged you to make it MORE than all about the Money. But, NO, once again, you ignore pretty much all of my suggestions. So, you “think” you've got everyone bought into your \$25 million Target? Good luck in motivating People with money.

Speaking of which, WHY hasn't my last Invoice been paid? [[Exhibit H](#)]

I'll answer that question. Because some combination of YOU and your Accountant decided to "**mess**" with me some more. The terms of the Invoice ARE and always have been: **Due on Receipt**. [[Exhibit I](#)]

But, just like at the beginning of our 7:00 AM, Morning Meetings, for the first week, you were focused and committed to achieve Success — for an entire hour. Second week, maybe, you were engaged for 30-minutes. Now, though, 5-minutes is the most you're willing to Invest in what I have to Share.

After one whole month, once again, YOU know "it" ALL. Fact is, YOU can't even keep your Bills paid — I have PROOF of that.

Since very little of my efforts are appreciated, I'll be sending another Invoice for expenditures on your behalf. Right up to Friday evening at 6:00 PM, I was happy to make a financial contribution for the success of *Dime A Dozen, Inc.* NO more.

Let's recap your BIG talk from one month ago — right after you sent a Text Message announcing to me that the BIG talk of Utterly Clueless had failed to "manifest" over the span of an entire year.

You offered Utterly \$180,000 per year to be your CEO. I said, "I'm worth at least two of him." You agreed. I paused waiting for you to SAY what I'm worth and you didn't. So, I asked the question begging to be asked, "What are you able and willing to pay?" You said, "\$200,000 for six Months." I said, "I don't think it will take all of that."

Because you were and ARE basically broke, I offered to take payments over the six month period, **IF** you could be good to your word. Well, we now know, "**Same shit; different year.**" YOU make promises you have no intention of keeping.

Here's the deal, though — most of these Consulting and Coaching agreements require half down upon **Agreement** and the other half within 30-days of **Engagement**. Your first Invoice for the **Commitment Fee** was April 9th, Thursday. The last Invoice emailed to accounting@dimeadozen.com was May 14th, Thursday. Do you see the Pattern? — every Thursday. WHY has my last Invoice not been paid?!

Here's the math for how we began:

52 weeks / 2 half-year = 26 weeks x \$7,500 per week = \$195,000

If you pay my last Invoice #1046, you will have paid for 6 weeks x \$7,500 = \$45,000

The balance Due is \$150,000

Because you're quite good at using Money as either a carrot or stick, you might even understand the importance of fulfilling a Contractual Agreement. Do you?!

Since you've chosen to be disrespectful of my Time and Money, I expect to be reimbursed for your use of my Slack workspace:
April 11th \$11.62 [[Exhibit J](#)] and May 11th \$244.24 [[Exhibit K](#)] for a Total of \$255.86.

Furthermore, I've paid one full month of your QBO Advanced subscription in the amount of \$205.00. [[Exhibit L](#)]

Plus, one month of your QBO Core Payroll subscription in the amount of \$158.50. [[Exhibit M](#)]

Although, I did purchase and intended to make available for Dani a **Logitech C920 HD Pro** webcam for her Office desktop computer monitor, recent developments on the Accounting front have given pause to my good intentions. [[Exhibit N](#)]

When you and Kyle can scrape together a couple hundred dollars (after you blow through hundreds of thousands of dollars elsewhere, including *Ethan Allen* furniture for a "wreck" Room) then, maybe Dani will have a functioning Zoom unit.

I've said before and I'll say it again, "There's a name for those people who do things for the money — they're Hookers." So, other than getting your attention — and, being some measure of Commitment — I could **literally** care LESS about your *precious* money.

For me to even entertain the THOUGHT of continuing to be of benefit to YOU, here are the NEW **Terms and Conditions**:

- I will have NO private conversations with you.
- If we're ever physically together, there will be at least two independent Witnesses.
- You're welcome to have your *butler*, Daron, there to take Notes if you so desire.
- Transparency is vital — Daron is to publish his Notes to a public Slack channel.
- Zoom sessions are to be scheduled from my [Calendly](#) appointment App.
- ALL Zoom meetings WILL be Recorded — to Document any attempted Crazyness.
- I will NOT be responsible for implementing any Processes for your Company.
- I AM a **Business Coach & Consultant** — I am NOT your **Punching Bag**.
- I will have 48-hours to respond to any **Written** request — I will NOT *fetch and carry* from a **Verbal** request, generated from panic caused by poor planning.
- **Procrastination on your part does NOT an emergency for me make.**

Finally, unless the two Invoices (one **Past Due** and the other for **Reimbursement** of payments on your behalf) are made by Sunday, May 17th, at 5:00 PM, I will NOT be part of your Monday Morning Meeting at 7:30 AM, on May 18th.

Best,

Kim Foard, CPA