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Chapter 1: Where is Tallman?

July 2018 an Oil Co. repurchases \$25 billion of common stock
Same year ... that same Oil Co. lays off 10,000 employees

“Well, life’s not fair, get used to it” is what my Dad would say to end a conversation not going anywhere after I or anyone in my family complained about it. We just accepted it as the only true answer and believed that others understood it the way that we did. It was as if the statement came straight out of the Bible, was vetted, blessed, and universally translated as the Gospel. We never, ever, considered “unfairness” to be a negotiable term to be debated or considered as anything other than a staunchly respected truism. It just was.

However, Millennials would rather be fired over defending something they believe as fair than to compromise on something they feel is not fair. It is the most peculiar thing, and I feel strangely guilty yet proud of them for it.

I guess I just got tired of being pushed around from job to job, each time a recession occurred, about every five years. In Houston, Texas you are supposed get used to it, I suppose. It is bullshit really, the few guys at the top of the corporate food chain consume 75% of the compensation package while thousands of grunts at the bottom live off of the remaining 25%. It is not fair and it is the same “they” that gave birth to the millennial generation, the very ones that claim entitlements today. I completely understand the argument that rules do not apply when they are inherently unfair. There is nothing fair about compensation. If you need it badly, you get the least of it, if you can take it or leave it, you get more. If you can prove your allegiance to Satan and are an asshole, you are promoted and if you run the insane asylum as head asshole, you make a lot more. But the most is reserved for the truly ruthless bastard who ate his father upon entering this world.

Millennials were not raised by parents, they fended for themselves, constantly attempting to negotiate for love, affection and time; but privileges were showered upon them without merit because their parents failed in providing their basic wants and needs. Mom programmed them to detect fairness, but Dad installed the processor, equipping the child to decipher every single kind of reasonable desired outcome. It is Mom's touch that pushes the buttons that seek out the maximum return to Dad's definition of available options.

This whole mess we are in now, the CEO versus the Intern is because of poor dynamics of a dysfunctional home life, plain and simple. It is a battleground, and employees are being enlisted to fight for a cause that they have no idea how to define, but they just know they don't like the young punks replacing their fifty year old wrinkled, cellulite lumped, asses in round after round of layoffs. The magnitude of destruction that is being brought upon the corporate landscape is massively huge and

relentless. Millennials are stronger than the exhausted executives give them credit for. When they win, they will prove that fairness is the prescription to cure their governing disorder.

Chapter 2: In the Beginning

Launched on May 5, 2003, LinkedIn is used mainly for professional networking, including employers posting jobs and job seekers posting their resumes. Most of the company's revenue come from selling access to information about its members to recruiters and sales professionals. It reached profitability in March 2006. LinkedIn allows members made up of both employees and employers to create profiles and "connections" to each other in an online social network which may represent real-world professional relationships. Members can invite anyone, whether an existing member or not, to become a connection. In this "gated-access approach", where contact with any professional requires either an existing relationship or an introduction through a contact of theirs, it is intended to build trust among the service's members. May 19, 2011 it went public at \$45 per share. It closed that day at \$94.25

per share, valuing the company at \$8.9 billion. At that time, profits were \$19.4 million on \$123 million in revenue. The description of the company was reported in its IPO as being the world's largest professional network on the Internet with more than 100 million members in over 200 countries and territories allowing members to create, manage and share their professional identity online, build and engage with their professional network, access shared knowledge and insights, and find business opportunities, enabling them to be more productive and successful. On December 8, 2016, Microsoft acquired LinkedIn for \$26.4 billion. Analysts believed Microsoft saw the opportunity to integrate LinkedIn with its Office product suite to help better integrate the professional network system with its products. As of 2018 there are over 500 million LinkedIn members. Job recruiters, head hunters, and Human Resource personnel are increasingly using LinkedIn as a source for finding potential candidates. By using search tools, recruiters can find members

matching their specific key words with a click of a button. They then can make contact with those members by sending a request to connect or by sending InMail about a specific job opportunity he or she may have. Recruiters also often join industry based groups on LinkedIn to create connections with professionals in that line of business.

Her phone began to ring. Laura Rankin looked at it, the display read Don Davis “Moby Dick”, it was seven o’clock in the evening on a Thursday in August.

Laura answered “This is Laura”.

“Hello Laura, this is Don Davis, Vector Capital, are you able to speak with me right now?”

“Sure Don. How are things at the hedge fund?” It had been several weeks since Laura had tried to contact Don about filling positions for him. She regularly sent to him materials about

her recruiting agency NRI Networks or Neural Rankin Interests Networks. She prided herself on marketing the intelligence of others. If anyone needed someone smart to fill a position of employment, Laura advertised that she knew the top candidates for those kinds of jobs.

“Laura, I need a top dog in change management, someone who has proven ability to turn around a Chemical Distribution company here in Houston. I need someone good and fast that can fix Allied Chemicals and make it more profitable and smoother in profit streaming. As you may know, Vector owns fifty-one percent of Allied Chemicals so we have the power and the right to put into place any person we desire to run the company. I need a Rock Star and I need one fast.”

“Don, I understand you need a person fast.”

“No, I need a Rock Star fast!”

“Okay, what’s the pay?”

“Laura I am willing to do a sweeter deal than most of my past arrangements, say two-ten and a stock option of two million shares at a strike of twenty-eight dollars.”

“Hold on, let me get something to write with. So Allied revenues are at what, about \$800 million so ‘two’ would be 0.002 times revenue or \$1.6 million salary and ‘ten’ would be 0.01 times EBITA or what about \$35 million so that would be \$350,000.00 and the Allied share price is, hold on, let me look it up, ah, yep \$27.00 so if he is able to do something mediocre and remain slightly positive on results he can expect to make two million dollars, but if he does something better, say gets stock above \$30.00 per share he is looking at six or eight million or so.”

“Do you know of anyone?”

“Yes, I do, but I must warn you he is not used to that kind of money.”

“So he has turned around companies before?”

“No, not exactly.”

“Then what’s his deal?”

“Well he makes due on a lot less than you might offer him, but he has turned around entire logistics departments. His chemicals background at Ashland Chemicals, Altiras Chemicals, and his interactions with BASF and other chemical manufacturers makes him a perfect fit for what you are needing, but he has not ever crossed the quarter million mark on income. If you offer your standard deal, I am sure he will appreciate it. With the added kicker of the stock options, he will most definitely take that deal.”

“See if he will meet with me.”

Chapter 3: Letting the Days Go By

When you find yourself at forty-six years old and not much more responsibility than a day job and night wife, and children being raised by their single mom of her choosing, the highlight of the week just may be the Thursday night poker game. Sex, if attempted, may also rank higher but poker night is up there on the leader board as getting together with friends in a competitive manner is fun.

I'm Frank, the forty-six year old Logistics Rock Star that has never made more than \$250,000.00 a year doing anything. By every kind of measurement of intelligence, I am smart, some might say I am a genius, with an IQ of 155, having solved all kinds of chemical distribution problems, making my bosses and their bosses rich beyond their wildest imaginations. All I ever desired was to break a hundred thousand dollars in annual salary. But that had become the most elusive thing to me. A Unicorn. When

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