

From: ALAN S JOHNSON JR ajohnson@nodepost.com
Subject: Re: Creative Circle Opp - Video Editor, ONSITE, San Mateo, Ongoing, Up to \$50/hr
Date: May 29, 2019 at 11:06 AM
To: Joe Sebok jsebok@creativecircle.com



Joe,

one more thing, I have not applied with RoBlocks before. I would be a great fit for the position and super fast at getting their work done and looking good.

Alan

ALAN S JOHNSON JR
Video Editor | Motion Graphics Designer | 3D Generalist
[email] ajohnson@nodepost.com
[www] <http://sffreelance.com>
[linkedin] www.linkedin.com/in/nodepost/
[reel] <https://www.youtube.com/user/nodepost>
[cell] 628.777.6097

~ Time is money; don't waste it ~ unknown

~ Say it with cash ~ unknown

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ASJJ_Resume -
BIO_20...CC.pdf

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We apologize in advance if we're unable to connect with you in person regarding this position. We get quite a few responses, but we are committed to reviewing and evaluating each applicant's qualifications.

Best wishes!

Creative Circle

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San Francisco, CA 94105


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Creative Circle is an Equal Employment Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, age, sexual orientation, gender identity, national origin, disability, protected veteran status, or any other characteristic protected by law. Creative Circle will consider qualified applicants with criminal histories in a manner consistent with the requirements of applicable law. If you need a reasonable accommodation in the application process, please contact your Recruiter (the person you'll be interviewing with) or a member of our Human Resources team to make arrangements.

ALERT: Please beware of scammers posing as Creative Circle recruiters. If someone claiming to be from our company contacts you and anything about that communication seems out of place, please verify it by emailing us at cyberquestions@creativecircle.com or calling 877-502-4590. We would never require personal information such as, but not limited to, bank information, authorization to purchase equipment, or a full social security number during the application process. We also don't conduct automatic interviews or interviews via email, text or Google Hangout. Please be careful to protect yourself from scams.

This email was sent to ajohnson@nodepost.com from cc228@jobalert.creativecircle.com and, based on your profile, details an open job we think you might be interested in. If not, just delete! To unsubscribe from future Job Alert emails, you can [click here](#).

This email has been scanned by the Symantec Email Security.cloud service.
For more information please visit <http://www.symanteccloud.com>

From: Joe Sebok jsebok@creativecircle.com 
Subject: Phone Interview Confirmation - Creative Circle - Cisco Systems Inc.
Date: August 7, 2019 at 1:41 PM
To: ajohnson@nodepost.com

JS

Hi Alan,

You are confirmed for an interview! Here are the details:

CLIENT: Cisco Systems Inc.
DATE: Thursday, 08 Aug 2019
TIME: 10:00 AM Pacific

PHONE INTERVIEW - CLIENT WILL CALL CANDIDATE: Candidate Cell Phone: 628.777.6097

POINT OF CONTACT: Deepak Srivastava

WEBSITE: www.cisco.com

INTERVIEW REMINDERS: If the client directly asks you questions about freelance rates, please defer those questions to us at Creative Circle.

HELPFUL HINTS: Be prepared for the call 15 minutes before its scheduled time, to ensure you can answer as stress free as possible, do your research on the company, re-read the job description, and think of key questions to ask the line manager about their company.

JOB DESCRIPTION: 3D Modeler

Our well known Tech client is in need of a 3D Modeler!

This 3D Modeler role is onsite in Milpitas and will be 30-40hrs/week for at least a month with the potential to extend!

The primary responsibility of the successful 3D Modeler will be 3D interactive modeling. Strong experience with modeling and texture development is necessary for this role.

The ideal Modeler has knowledge of After Effects, Maya, and video animations. You will need to bring your own laptop and should have your own modeling software to work off of.

Please email back with a quick 'got it' to confirm receipt. Give me a call after your interview and let me know how it goes and I'll follow-up with the client!

Remember, be prepared to sell yourself... beyond what is on paper.

Thanks!
Joe Sebok
Creative Circle
595 Market St Suite 2400
San Francisco, CA 94105
Tel 415.615.9999



www.creativecircle.com

Mail
Attachment.ics

From: Joe Sebok jsebok@creativecircle.com
Subject: Phone Interview Confirmation - Creative Circle - Cisco Systems Inc.
Date: August 7, 2019 at 1:42 PM
To: ajohnson@nodepost.com

JS

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TIME: 10:00 AM Pacific

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Thanks!

Best,

Joe Sebok Recruiter

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Tel 415.615.9999

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Let's connect on LinkedIn! <https://www.linkedin.com/in/joesebok>

From: Joe Sebok jsebok@creativecircle.com
Subject: Freelance Booking for Cisco Systems Inc. - Creative Circle
Date: August 8, 2019 at 10:52 AM
To: ajohnson@nodepost.com
Cc: Joe Sebok jsebok@creativecircle.com, Pooja Shailendra pshailendra@creativecircle.com

JS

Hi Alan,

This is a quick note to tell you that Cisco Systems Inc. would like to work with you!

Start Date: 09 Aug 2019

Start Time: 9:00am

Client: Cisco Systems Inc.

Tele: 5103641049

Web: www.cisco.com

Your work location:

821 Alder Dr. Building 22,

Milpitas, CA 95035

Your point of contact: Deepak Srivastava

Parking: Parking Instructions are not available

Recommended attire - business casual

Additional Comments: Correct Address:

821 Alder Dr, Milpitas, CA 95035 (bldg. 22) 3rd floor. call Deepak @ 510-364-1049

From: Nodepost ajohnson@nodepost.com
Subject: Re: Expense Report Sheet
Date: August 12, 2019 at 7:27 AM
To: Joe Sebok jsebok@creativecircle.com



Thanks for getting back with me at the earliest :) I am at the car rental place now and getting sorted to be onsite for the week.

ALAN S JOHNSON JR

On Aug 12, 2019, at 7:19 AM, Joe Sebok <jsebok@creativecircle.com> wrote:

Hey Alan-

That's great that things are kicking off so well with Cisco. Love to hear that. I've attached our expense report which has detailed instructions on how to submit and get reimbursed. Let me know if you have any questions though.

As far as the rate increase, that's awesome! We'll reach out to Deepak and see what they have in their budget. Great news there. I'll be in touch on that!

Best,

Joe Sebok Recruiter

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Let's connect on LinkedIn! <https://www.linkedin.com/in/josebok>

<2019 Creative Circle Candidate Expense Report-OFFICIAL.xlsx>

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To: ajohnson@nodepost.com

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2019 Creative
Circle...AL.xlsx

From: Joe Sebok jsebok@creativecircle.com
Subject: Automatic reply: Expense Report Sheet
Date: August 12, 2019 at 7:52 AM
To: Nodepost ajohnson@nodepost.com



Out of office.
Returning Tuesday, 8/13/19

Thank you!

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595 Market Street, Suite 2400, San Francisco, CA 94105
Tel 415.615.9999 Fax 888.773.8848

From: Joe Sebok <jsebok@creativecircle.com>
Subject: RE: Checking in
Date: August 13, 2019 at 11:31 AM
To: ALAN S JOHNSON JR <ajohnson@nodepost.com>

JS

Hi Alan-

Let me know how that chat goes with Deepak. It would be great if they have it in their budget to give you that raise. We are up against it on my side as we already gave as big a bump as we could based on their budget.

I think you are doing a great job already, Alan. No doubt about that.

They are reimbursing you for the rental car?

Best,

Joe Sebok Recruiter

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595 Market Street, Suite 2400, San Francisco, CA 94105

Tel 415.615.9999

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Let's connect on LinkedIn! <https://www.linkedin.com/in/josebok>

From: ALAN S JOHNSON JR <ajohnson@nodepost.com>

Sent: Tuesday, August 13, 2019 9:10 AM

To: Joe Sebok <jsebok@creativecircle.com>

Cc: Amanda Marshall <amarshall@creativecircle.com>

Subject: Re: Checking in

Joe,

Ok, I am going to speak with Deepak again today soon, I am currently onsite, I know they are at very least very happy with the progress I am making and the timely manner I am getting their tasks accomplished.

I am doing a very good job representing Creative Circle here in the wake of a job that has shifted the requirements and rolling with the changes as seamlessly as possible. I am hoping my agency here will take this into consideration as I am providing quality professional skillsets at a much lower rate than the standard. For instance, the standard rate for a 3D modeler and Texture

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Please also take inconsideration that I am having to rent a vehicle to accommodate the clients desire of being on site and working directly with them, which I am more than capable of handling the entire job remotely but want to represent my agency with the upmost professionalism.

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Thank you so much for your time,

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[reel] <https://www.youtube.com/user/nodepost>
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~ **Say it with cash** ~ unknown

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So sorry! The rate actually changed slightly as I thought we had more initially than we actually did, hence the shift from 47 to 45. I know the initial email that went out said 47 but it was actually incorrect.

Still working on getting that rate completely bumped up for you. It's out of my hands, but will be talking to my Account Manager today to see what I can do.

In the meantime, go ahead and log those hours at the rate of 45, as that is the current maximum that I have.

Will let you know on the bigger bump as soon as I can!

Best,

Joe Sebok Recruiter

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Let's connect on LinkedIn! <https://www.linkedin.com/in/joesebok>

From: ALAN S JOHNSON JR <ajohnson@nodepost.com>

Sent: Monday, August 12, 2019 7:48 PM

To: Joe Sebok <jsebok@creativecircle.com>

Subject: Checking in

Hi Joe,

I noticed my contract to start my time cards as well as accept the project, is wrong, it should say 47.00, please see the job listing below but says 45. Also I spoke with Deepak today about the bump in rate he mentioned on friday as the scope of the project has changed. He said he spoke with CC today and said that Cisco already pays in advance for a quarter for access to creatives and that it would have to be CC's decision to increase my rate due to the difference in requirements for this job which is now Motion Graphics Animation, VFX compositing and 3D modeling. I would like to log the time I already have but we have some hiccups atm hopefully we can solve quickly. So far everything is going well from the feed back I have heard today and the work I have completed.

Thank you for your time,

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Video Editor | Motion Graphics Designer | 3D Generalist

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Begin forwarded message:

From: "Creative Circle" <cc228@jobalert.creativecircle.com>
Subject: Creative Circle Opp - 3D Modeler, Milpitas (South Bay), Ongoing, Up to \$40/hr
Date: August 7, 2019 at 10:59:50 AM PDT
To: ajohnson@nodepost.com

Hi Alan,

Here's a new opportunity for you to check out.

Position: 3D Modeler
Location: South Bay, Milpitas
Status: Freelance
Estimated Duration: Ongoing
Starts: Next Week
Rate: Up to \$47/hr DOE

Job Description:

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<image001.jpg>

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<image001.jpg>

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Still working on getting that rate completely bumped up for you. It's out of my hands, but will be talking to my Account Manager today to see what I can do.

In the meantime, go ahead and log those hours at the rate of 45, as that is the current maximum that I have.

Will let you know on the bigger bump as soon as I can!

Best,

Joe Sebok Recruiter

Creative Circle | Digital + Creative Staffing

595 Market Street, Suite 2400, San Francisco, CA 94105

Tel 415.615.9999

creativecircle.com | [facebook](https://www.facebook.com/creativecircle) | [twitter](https://twitter.com/josebok) | [LinkedIn](https://www.linkedin.com/company/creativecircle) | [Instagram](https://www.instagram.com/creativecircle)

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Let's connect on LinkedIn! <https://www.linkedin.com/in/josebok>

From: ALAN S JOHNSON JR <ajohnson@nodepost.com>
Sent: Monday, August 12, 2019 7:48 PM
To: Joe Sebok <jsebok@creativecircle.com>
Subject: Checking in

Hi Joe,

I noticed my contract to start my time cards as well as accept the project, is wrong, it should say 47.00, please see the job listing below but says 45. Also I spoke with Deepak today about the bump in rate he mentioned on friday as the scope of the project has changed. He said he spoke with CC today and said that Cisco already pays in advance for a quarter for access to creatives and that it would have to be CC's decision to increase my rate due to the difference in requirements

that it would have to be CC's decision to increase my rate due to the difference in requirements for this job which is now Motion Graphics Animation, VFX compositing and 3D modeling. I would like to log the time I already have but we have some hiccups atm hopefully we can solve quickly. So far everything is going well from the feed back I have heard today and the work I have completed.

Thank you for your time,

Alan

ALAN S JOHNSON JR
Video Editor | Motion Graphics Designer | 3D Generalist
[email] editor@sffreelance.com
[www] <http://sffreelance.com>
[linkedin] www.linkedin.com/in/nodepost/
[reel] <https://www.youtube.com/user/nodepost>
[cell] 628.777.6097

~ **Time is money; don't waste it** ~ unknown

~ **Say it with cash** ~ unknown

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Begin forwarded message:

From: "Creative Circle" <cc228@jobalert.creativecircle.com>
Subject: Creative Circle Opp - 3D Modeler, Milpitas (South Bay), Ongoing, Up to \$40/hr
Date: August 7, 2019 at 10:59:50 AM PDT
To: ajohnson@nodepost.com

Hi Alan,

Here's a new opportunity for you to check out.

Position: 3D Modeler
Location: South Bay, Milpitas
Status: Freelance
Estimated Duration: Ongoing
Starts: Next Week
Rate: Up to \$47/hr DOE

Job Description:

Our well known Tech client is in need of a 3D Modeler!

This 3D Modeler role is onsite in Milpitas and will be 30-40hrs/week for at least a month with the potential to extend!

The primary responsibility of the successful 3D Modeler will be 3D interactive modeling. Strong experience with modeling and texture development is necessary for this role.

The ideal Modeler has knowledge of After Effects, Maya, and video animations. You will need to bring your own laptop and should have your own modeling software to work off of.

If you feel you are qualified for this position please reply directly to this email with a link to your portfolio (if applicable) and attach your resume. Tell us why you are qualified for this opportunity (2-3 bullet points, including your strengths/skill set as they pertain to this role), and let us know your availability to interview or start.

We apologize in advance if we're unable to connect with you in person regarding this position. We get quite a few responses, but we are committed to reviewing and evaluating each applicant's qualifications.

Best wishes!

Creative Circle
595 Market St Suite 2400
San Francisco, CA 94105

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Creative Circle is an Equal Employment Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, age, sexual orientation, gender identity, national origin, disability, protected veteran status, or any other characteristic protected by law. Creative Circle will consider qualified applicants with criminal histories in a manner consistent with the requirements of applicable law. If you need a reasonable accommodation in the application process, please contact your Recruiter (the person you'll be interviewing with) or a member of our Human Resources team to make arrangements.

ALERT: Please beware of scammers posing as Creative Circle recruiters. If someone claiming to be from our company contacts you and anything about that communication seems out of place, please verify it by emailing us at cvh@creativecircle.com or calling 877-502-4590. We would never

www.creativecircle.com or calling 877-362-4338. We would never require personal information such as, but not limited to, bank information, authorization to purchase equipment, or a full social security number during the application process. We also don't conduct automatic interviews or interviews via email, text or Google Hangout. Please be careful to protect yourself from scams.

This email was sent to ajohnson@nodepost.com from cc228@jobalert.creativecircle.com and, based on your profile, details an open job we think you might be interested in. If not, just delete! To unsubscribe from future Job Alert emails, you can [click here](#).

||

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From: ALAN S JOHNSON JR ajohnson@nodepost.com
Subject: Checking in
Date: August 12, 2019 at 7:48 PM
To: Joe Sebok jsebok@creativecircle.com



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Thank you for your time,

Alan

ALAN S JOHNSON JR
Video Editor | Motion Graphics Designer | 3D Generalist

[email] editor@sffreelance.com

[www] <http://sffreelance.com>

[linkedin] www.linkedin.com/in/nodepost/

[reel] <https://www.youtube.com/user/nodepost>

[cell] 628.777.6097

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Subject: **Creative Circle Opp - 3D Modeler, Milpitas (South Bay), Ongoing, Up to \$40/hr**
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To: ajohnson@nodepost.com

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Location: South Bay, Milpitas

Status: Freelance

Estimated Duration: Ongoing

Starts: Next Week

Rate: Up to \$47/hr DOE

Job Description:

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This 3D Modeler role is onsite in Milpitas and will be 30-40hrs/week for at least a month with the potential to extend!

The primary responsibility of the successful 3D Modeler will be 3D interactive modeling. Strong experience with modeling and texture development is necessary for this role.

The ideal Modeler has knowledge of After Effects, Maya, and video animations. You will need to bring your own laptop and should have your own modeling software to work off of.

If you feel you are qualified for this position please reply directly to this email with a link to your portfolio (if applicable) and attach your resume. Tell us why you are qualified for this opportunity (2-3 bullet points, including your strengths/skill set as they pertain to this role), and let us know your availability to interview or start.

We apologize in advance if we're unable to connect with you in person regarding this position. We get quite a few responses, but we are committed to reviewing and evaluating each applicant's qualifications.

Best wishes!

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Creative Circle is an Equal Employment Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, age, sexual orientation, gender identity, national origin, disability, protected veteran status, or any other characteristic protected by law. Creative Circle will consider qualified applicants with criminal histories in a manner consistent with the requirements of applicable law. If you need a reasonable accommodation in the application process, please contact your Recruiter (the person you'll be interviewing with) or a member of our Human Resources team to make arrangements.

ALERT: Please beware of scammers posing as Creative Circle recruiters. If someone claiming to be from our company contacts you and anything about that communication seems out of place, please verify it by emailing us at cyberquestions@creativecircle.com or calling 877-502-4590. We would never require personal information such as, but not limited to, bank information, authorization to purchase equipment, or a full social security number during the application process. We also don't conduct automatic interviews or interviews via email, text or Google Hangout. Please be careful to protect yourself from scams.

This email was sent to ajohnson@nodepost.com from cc228@jobalert.creativecircle.com and, based on your profile, details an open job we think you might be interested in. If not, just delete! To unsubscribe from future job alert emails, you can click here.

think you might be interested in. If not, just delete! To unsubscribe from future Job Alert emails, you can [click here](#).

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From: ALAN S JOHNSON JR ajohnson@nodepost.com
Subject: Re: Expenses for 08/09 - 08/16
Date: August 19, 2019 at 12:01 PM
To: McConnell, Rickey (00410) rickey.mcconnell@creativegroup.com



Ricky,

Apologies please ignore, you are the wrong email in this chain

Alan

ALAN S JOHNSON JR
Video Editor | Motion Graphics Designer | 3D Generalist
[email] editor@sffreelance.com
[www] <http://sffreelance.com>
[linkedin] www.linkedin.com/in/nodepost/
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On Aug 19, 2019, at 12:00 PM, McConnell, Rickey (00410) <rickey.mcconnell@creativegroup.com> wrote:

Hey Alan,

I'm a bit confused what's going on here, but I got a chance to look at the links you sent and the 2D animation is pristine.

Did you want me to take anything else into consideration here?

Thanks,

Rickey Taylor-McConnell

Sr. Recruiting Manager

LL: 415-989-6650 x21196

Cell: 650-394-6527

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<image001.jpg>

From: ALAN S JOHNSON JR <ajohnson@nodepost.com>

Sent: Monday, August 19, 2019 10:53 AM

To: Ine Sehnok <isehnok@creativecircle.com>

TO: JOE DEEPAK <jdeepak@creativecircle.com>

Cc: Pooja Shailendra <pshailendra@creativecircle.com>

Subject: Re: Expenses for 08/09 - 08/16

Also,

Just for reference here, Last week there was a high demand to fix the video that was shot on Aug 9th, the shots were very shaky and unpleasant to the eye, there was also some VFX work such as tracking, compositing and motion graphics that needed be added that Deepak and Khamisi tasked me to do. This took priority over the weekend before last and last week.

original rough cut

http://nodepost.com/cis/sos_anh_v1.mp4

footage correction, VFX composited and Motion Graphics Additions

http://nodepost.com/cis/sos_anh_v2.mp4

I want to add here I had to help out, advise and provide skilled solutions a lot on this edit as well, for one the editor showed up stating that they didn't have a computer sufficient enough to edit on, then claimed they had versioning issues for premiere etc. so I stepped in and modified the project file for the editor and also ensured they could open and edit on site by the request of Deepak, as well as advised the editor on how to edit, render and finish the video by deadline. Bottom line, this video would not be an actual success by the deadline if I was not there to step in and service it multiple occasions.

From a monetary level the standard rate for VFX is 100 - 150 per shot, I had to produce close to 50 shots to ensure the approval of this video. I saved the company close to \$7.5k - \$5k with my skills and expertise the night of Aug 14 from 7:30 pm - midnight, to ensure they had a Friday approved and delivered video.

Secondly the request for a change on Friday came in to cut down the video by at least 30 seconds, the editor was clueless on how to do this so I stepped in to help and advised a winning strategy, taught the work flow to the editor to accomplish this as well as instructed how to use the application to complete the task and by end of day the entire staff involved was cheering for the success of this video.

I wasn't even invited to the viewing of this video or given any credit for saving the show that was in very bad shape before I got involved. Khamisi has been credited for the success of this video, but both Deepak and Khamisi had to rely heavily on my experience and expertise to ensure this was a success. I have been swept aside in this and it is very frustrating, feels discriminatory and to be honest a little racist in my opinion. I honestly do not feel I am being treated fairly at all in this situation or being recognized respectfully to the aide of this project.

I sat there and listened to Deepak speak with Khamisi right in front of me about how they could expense any of Khamisi's needs for the next project to complete any higher level of production, but when asked to have my expense for rental car covered I was told by Deepak that Cisco would never cover this expense and it is the responsibility of all Cisco employees to facilitate their own transit to work and that I am not allow to use the Shuttle which he claims he is

unsure there is one in SF or there is not one, as I am not a Cisco employee or preferred contractor.

Deepaks solution to the travel arrangements for me is to take the Bart to Dublin/Pleasanton and then ride with him into work from there. He refuses to acknowledge that this adds, 1.5 hours on Bart, then up to 1.5 hrs by car, which totals 6 hours of travel a day to work on site which I am uncompensated for. I can understand this if I was a salaried employee of Cisco, but as a Third party contractor this feels completely unfair and inconsiderate.

I totally understand a client wants what they want and I always deliver on this. However, I do not feel I am being treated fairly or being given the proper credit in this project at all, I also feel my expenses of over 600+ are being denied.

I want to continue working the project and I would like to get to the 3D modeling and animation portion, however I am asking for some support on these issues immediately as I do like working with this team, from what I can tell most everyone in the know is very impressed and satisfied with my work ethic and skill as well as expertise.

To complete the 3D modeling and animation portion of this booking I will need to purchase a \$185.00 per month license for Autodesk Maya, I will need this license to be covered by Cisco.

I hope that we can resolve all this in fairness as I am always committed to delivering great work and meeting the demands of the clients expectations while ensuring satisfaction.

Thank you for your time,

Alan

ALAN S JOHNSON JR
Video Editor | Motion Graphics Designer | 3D Generalist
[email] editor@sffreelance.com
[www] <http://sffreelance.com>
[linkedin] www.linkedin.com/in/nodepost/
[reel] <https://www.youtube.com/user/nodepost>
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On Aug 19, 2019, at 8:36 AM, ALAN S JOHNSON JR <ajohnson@nodepost.com> wrote:

Joe,

Thank you for getting back with me, I am available today, As I am unable to rent a vehicle and also worked all weekend for the second weekend in a row, I am at home and working on any changes that come from today's review as well as the financial constraints I am currently facing from this particular booking.

Let me know what time you are wanting to schedule a call.

Alan

ALAN S JOHNSON JR
Video Editor | Motion Graphics Designer | 3D Generalist
[email] editor@sffreelance.com
[www] <http://sffreelance.com>
[linkedin] www.linkedin.com/in/nodepost/
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On Aug 19, 2019, at 8:17 AM, Joe Sebok
<jsebok@creativecircle.com> wrote:

Hi Alan-

Let's chat about this later today. When can you talk?

Did you clear these expenses with Deepak before spending the money? That should always be the first step of any expenses incurred while working on a role. As long as it was discussed prior I'm not sure why Deepak would be balking at paying for them now.

Best,

Joe Sebok Recruiter

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Tel 415.615.9999

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Know an advertising, design, interactive or marketing professional who is looking for freelance or full time work? Send them my way!

Let's connect on LinkedIn! <https://www.linkedin.com/in/joesebok>

From: ALAN S JOHNSON JR <ajohnson@nodepost.com>

Sent: Monday, August 19, 2019 7:48 AM

To: Joe Sebok <jsebok@creativecircle.com>

Subject: Re: Expenses for 08/09 - 08/16

Joe,

I attached the expense sheet in the email I sent previously and I already sent it to Deepak. I regret to inform you that Deepak is denying reimbursement for my expenses 600+ to be on site for the client, also has denied me access to the shuttle to Cisco from SF. Without payment yet from CC and other multiple clients I am unable to produce the funds to rent a vehicle. For two weekends now Deepak has asked me to work but says I am not allowed to log that time on the week and has asked that I log that time the following week on reg work day. I have done a ton of work for them since Aug 9th, VFX tracking, compositing and footage repair for the video project they shot and Motion Graphics Animation for the Cisco Impact project. No 3d Modeling yet, I spoke with Deepak on Sat he said for the 3D modeling portion of this project I will be able to perform this remotely. I think I need some back on this as I feel I am being taken advantage of but consistently delivering what is needed but being refused support on the particulars on this project. Immediately from the undisclosed rate decrease, to the added demand of my skill set and now the refusal to reimburse me for the expenses I had to incur to meet the demands of the client and deliver excellent creative and solid VFX skills to fix a failing and horribly shot video. All is well as far as the work delivered and the status of the video, but my situation and expenses are being pushed aside and neglected. This is disappointing and frustrating currently, however I am delivering flawlessly on any and all directed tasks.

ALAN S JOHNSON JR
Video Editor | Motion Graphics Designer | 3D Generalist
[email] editor@sffreelance.com
[www] <http://sffreelance.com>
[linkedin] www.linkedin.com/in/nodepost/
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On Aug 19, 2019, at 7:04 AM, Joe Sebok
<jsebok@creativecircle.com> wrote:

Hey Alan-

Hope all is going well!

I'm re-attaching our expenses spreadsheet so you can send these in to get reimbursed asap. The instructions are right on the spreadsheet.

Thanks!

Best,

Joe Sebok Recruiter

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Know an advertising design interactive or marketing

know an advertising, design, interactive or marketing professional who is looking for freelance or full time work? Send them my way!

Let's connect on LinkedIn!

<https://www.linkedin.com/in/joesebok>

From: ALAN S JOHNSON JR <ajohnson@nodepost.com>

Sent: Saturday, August 17, 2019 12:23 PM

To: Joe Sebok <jsebok@creativecircle.com>

Subject: Fwd: Expenses for 08/09 - 08/16

ALAN S JOHNSON JR

Video Editor | Motion Graphics Designer | 3D Generalist

[email] editor@sffreelance.com

[www] <http://sffreelance.com>

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Begin forwarded message:

From: SF Freelance Editor

<editor@sffreelance.com>

Subject: Expenses for 08/09 - 08/16

Date: August 17, 2019 at 12:22:33 PM PDT

To: "Deepak Srivastava (deesriva)"

<deesriva@cisco.com>

Deepak,

Hope you are having a great weekend. I will need you to please Authorize

connect to my account of fileshare services for the

reimbursement of these expenses for the Vehicle rental and Gas to be on location at Cisco providing excellent service to the projects demands of Motion Graphics Animation, VFX compositing and Footage correction and soon to come 3D modeling and animation.

Thank you so much I am loving working with you and the team and looking forward to a great next week!

<image001.jpg>

<image002.jpg>

ALAN S JOHNSON JR
Video Editor | Motion Graphics Designer | 3D Generalist

[email] editor@sffreelance.com

[www] <http://sffreelance.com>

[linkedin] www.linkedin.com/in/nodepost/

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On Aug 16, 2019, at 5:28 PM,
Deepak Srivastava (deesriva)
<deesriva@cisco.com> wrote:

From: "Rahul Sagi (rasagi)"

<rasagi@cisco.com>

Date: Friday, August 16,
2019 at 5:15 PM

To: "Zaheer Ahmed
(zahahmed)"
<zahahmed@cisco.com>,
"Deepak Srivastava
(deesriva)"
<deesriva@cisco.com>
Cc: "Rohan Grover
(rohang)"
<rohang@cisco.com>,
"Vimarsh Puneet (vpuneet)"
<vpuneet@cisco.com>,
"Lindsay Sierra (lisierra)"
<lisierra@cisco.com>
Subject: Voice Over


Hi Deepak,
Here is the Voice Over script
and recording for the Intro
Animation Video.

Please forward to animator.

Thank you.

Regards,
Rahul Sagi
<Intro-Video-VO.docx>
<CiscoSystemsBuilding22-
Zaheer.m4a>

<2019 Creative Circle Candidate Expense Report-
OFFICIAL.xlsx>

From: McConnell, Rickey (00410) rickey.mcconnell@creativegroup.com 
Subject: RE: Expenses for 08/09 - 08/16
Date: August 19, 2019 at 12:00 PM
To: ALAN S JOHNSON JR ajohnson@nodepost.com

RM

Hey Alan,

I'm a bit confused what's going on here, but I got a chance to look at the links you sent and the 2D animation is pristine.

Did you want me to take anything else into consideration here?

Thanks,

Rickey Taylor-McConnell

Sr. Recruiting Manager

LL: 415-989-6650 x21196

Cell: 650-394-6527

[LinkedIn](#) | [Facebook](#) | [Twitter](#) | [YouTube](#) | [Google+](#) | [Pinterest](#) | [Instagram](#) | [Blog](#)

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From: ALAN S JOHNSON JR <ajohnson@nodepost.com>

Sent: Monday, August 19, 2019 10:53 AM

To: Joe Sebok <jsebok@creativecircle.com>

Cc: Pooja Shailendra <pshailendra@creativecircle.com>

Subject: Re: Expenses for 08/09 - 08/16

Also,

Just for reference here, Last week there was a high demand to fix the video that was shot on Aug 9th, the shots were very shaky and unpleasant to the eye, there was also some VFX work such as tracking, composting and motion graphics that needed be added that Deepak and Khamisi tasked me to do. This took priority over the weekend before last and last week.

original rough cut

http://nodepost.com/cis/sos_anh_v1.mp4

footage correction, VFX composited and Motion Graphics Additions

http://nodepost.com/cis/sos_anh_v2.mp4

I want to add here I had to help out, advise and provide skilled solutions a lot on this edit as well, for one the editor showed up stating that they didn't have a computer sufficient enough to edit

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Thank you for your time,

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Let's connect on LinkedIn! <https://www.linkedin.com/in/joesebok>

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Sent: Monday, August 19, 2019 7:48 AM

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Let's connect on

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From: ALAN S JOHNSON JR <ajohnson@nodepost.com>

Sent: Saturday, August 17, 2019 12:23 PM

To: Joe Sebok <jsebok@creativecircle.com>

Subject: Fwd: Expenses for 08/09 - 08/16

ALAN S JOHNSON JR

Video Editor | Motion Graphics Designer | 3D Generalist

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Begin forwarded message:

From: SF Freelance Editor
<editor@sffreelance.com>
Subject: Expenses for 08/09 - 08/16
Date: August 17, 2019 at 12:22:33 PM PDT
To: "Deepak Srivastava (deesriva)"
<deesriva@cisco.com>

Deepak,

Hope you are having a great weekend. I will need you to please Authorize reimbursement of these expenses for the Vehicle rental and Gas to be on location at Cisco providing excellent service to the projects demands of Motion Graphics Animation, VFX compositing and Footage correction and soon to come 3D modeling and animation.

Thank you so much I am loving working with you and the team and looking forward to a great next week!

<image001.jpg>

<image002.jpg>

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On Aug 16, 2019, at 5:28 PM,
Deepak Srivastava (deesriva)
<deesriva@cisco.com> wrote:

From: "Rahul Sagi (rasagi)"
<rasagi@cisco.com>
Date: Friday, August 16, 2019
at 5:15 PM
To: "Zaheer Ahmed
(zahahmed)"
<zahahmed@cisco.com>,
"Deepak Srivastava
(deesriva)"
<deesriva@cisco.com>
Cc: "Rohan Grover (rohang)"
<rohang@cisco.com>,
"Vimarsh Puneet (vpuneet)"
<vpuneet@cisco.com>,
"Lindsay Sierra (lisierra)"
<lisierra@cisco.com>
Subject: Voice Over

Hi Deepak,
Here is the Voice Over script
and recording for the Intro

Animation Video.

Please forward to animator.

Thank you.

Regards,

Rahul Sagi

<Intro-Video-VO.docx>

<CiscoSystemsBuilding22-

Zaheer.m4a>

<2019 Creative Circle Candidate Expense Report-
OFFICIAL.xlsx>

From: ALAN S JOHNSON JR ajohnson@nodepost.com
Subject: Re: Expenses for 08/09 - 08/16
Date: August 19, 2019 at 11:00 AM
To: Joe Sebok jsebok@creativecircle.com
Cc: Pooja Shailendra pshailendra@creativecircle.com



yes please call then.

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On Aug 19, 2019, at 10:57 AM, Joe Sebok <jsebok@creativecircle.com> wrote:

Hi Alan-

Thanks for this breakdown. Are you available to connect via phone at 11.30a?

Best,

Joe Sebok Recruiter

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From: ALAN S JOHNSON JR <ajohnson@nodepost.com>

Sent: Monday, August 19, 2019 10:53 AM

To: Joe Sebok <jsebok@creativecircle.com>
Cc: Pooja Shailendra <ps hailendra@creativecircle.com>
Subject: Re: Expenses for 08/09 - 08/16

Also,

Just for reference here, Last week there was a high demand to fix the video that was shot on Aug 9th, the shots were very shaky and unpleasant to the eye, there was also some VFX work such as tracking, compositing and motion graphics that needed be added that Deepak and Khamisi tasked me to do. This took priority over the weekend before last and last week.

original rough cut

http://nodepost.com/cis/sos_anh_v1.mp4

footage correction, VFX composited and Motion Graphics Additions

http://nodepost.com/cis/sos_anh_v2.mp4

I want to add here I had to help out, advise and provide skilled solutions a lot on this edit as well, for one the editor showed up stating that they didn't have a computer sufficient enough to edit on, then claimed they had versioning issues for premiere etc. so I stepped in and modified the project file for the editor and also ensured they could open and edit on site by the request of Deepak, as well as advised the editor on how to edit, render and finish the video by deadline. Bottom line, this video would not be an actual success by the deadline if I was not there to step in and service it multiple occasions.

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Thank you for your time,

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Sent: Saturday, August 17, 2019 12:23 PM

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Subject: Fwd: Expenses for 08/09 - 08/16

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Date: August 17, 2019 at 12:22:33 PM PDT

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<deesriva@cisco.com>

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<image002.jpg>

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[linkedin] www.linkedin.com/in/nodepost/

[reel] <https://www.youtube.com/user/nodepost>

[cell] 628.777.6097

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~ **Say it with cash** ~ *unknown*

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On Aug 16, 2019, at 5:28 PM,
Deepak Srivastava (deesriva)
<deesriva@cisco.com> wrote:

From: "Rahul Sagi (rasagi)"

<rasagi@cisco.com>

Date: Friday, August 16,

2019 at 5:15 PM

To: "Zaheer Ahmed
(zahahmed)"
<zahahmed@cisco.com>,
"Deepak Srivastava
(deesriva)"
<deesriva@cisco.com>
Cc: "Rohan Grover
(rohang)"
<rohang@cisco.com>,
"Vimarsh Puneet (vpuneet)"
<vpuneet@cisco.com>,
"Lindsay Sierra (lisierra)"
<lisierra@cisco.com>
Subject: Voice Over

Hi Deepak,
Here is the Voice Over script
and recording for the Intro
Animation Video.

Please forward to animator.

Thank you.

Regards,
Rahul Sagi
<Intro-Video-VO.docx>
<CiscoSystemsBuilding22-
Zaheer.m4a>

<2019 Creative Circle Candidate Expense Report-
OFFICIAL.xlsx>

From: Joe Sebok <jsebok@creativecircle.com>
Subject: RE: Expenses for 08/09 - 08/16
Date: August 19, 2019 at 10:57 AM
To: ALAN S JOHNSON JR <ajohnson@nodepost.com>
Cc: Pooja Shailendra <pshailendra@creativecircle.com>

JS

Hi Alan-

Thanks for this breakdown. Are you available to connect via phone at 11.30a?

Best,

Joe Sebok Recruiter

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595 Market Street, Suite 2400, San Francisco, CA 94105

Tel 415.615.9999

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Let's connect on LinkedIn! <https://www.linkedin.com/in/joesebok>

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Sent: Monday, August 19, 2019 10:53 AM

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Cc: Pooja Shailendra <pshailendra@creativecircle.com>

Subject: Re: Expenses for 08/09 - 08/16

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original rough cut

http://nodepost.com/cis/sos_anh_v1.mp4

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Subject: Re: Expenses for 08/09 - 08/16

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On Aug 19, 2019 at 7:01 AM Joe Sebok

On Aug 15, 2019, at 7:04 AM, JOE SEBOK
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Thanks!

Best,

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Let's connect on

LinkedIn! <https://www.linkedin.com/in/joesebok>

From: ALAN S JOHNSON JR <ajohnson@nodepost.com>

Sent: Saturday, August 17, 2019 12:23 PM

To: Joe Sebok <jsebok@creativecircle.com>

Subject: Fwd: Expenses for 08/09 - 08/16

ALAN S JOHNSON JR

Video Editor | Motion Graphics Designer | 3D Generalist

[email] editor@sffreelance.com

[www] <http://sffreelance.com>

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Begin forwarded message:

From: SF Freelance Editor

<editor@sffreelance.com>

Subject: Expenses for 08/09 - 08/16

Date: August 17, 2019 at 12:22:33 PM PDT

To: "Deepak Srivastava (deesriva)"

<deesriva@cisco.com>

Deepak,

Hope you are having a great weekend. I will need you to please Authorize reimbursement of these expenses for the Vehicle rental and Gas to be on location at Cisco providing excellent service to the projects demands of Motion Graphics Animation, VFX compositing and Footage correction and soon to come 3D modeling and animation.

Thank you so much I am loving working with you and the team and looking forward to a great next week!

<image001.jpg>

<image002.jpg>

ALAN S JOHNSON JR

Video Editor | Motion Graphics Designer | 3D Generalist

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<deesriva@cisco.com> wrote:

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<rasagi@cisco.com>
Date: Friday, August 16, 2019
at 5:15 PM
To: "Zaheer Ahmed
(zahahmed)"
<zahahmed@cisco.com>,
"Deepak Srivastava
(deesriva)"
<deesriva@cisco.com>
Cc: "Rohan Grover (rohang)"
<rohang@cisco.com>,
"Vimarsh Puneet (vpuneet)"
<vpuneet@cisco.com>,
"Lindsay Sierra (lisierra)"
<lisierra@cisco.com>
Subject: Voice Over

Hi Deepak,
Here is the Voice Over script
and recording for the Intro

and recording for the intro
Animation Video.

Please forward to animator.

Thank you.

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<Intro-Video-VO.docx>
<CiscoSystemsBuilding22-
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<2019 Creative Circle Candidate Expense Report-
OFFICIAL.xlsx>

From: ALAN S JOHNSON JR ajohnson@nodepost.com

Subject: Re: Expenses for 08/09 - 08/16

Date: August 19, 2019 at 10:52 AM

To: Joe Sebok jsebok@creativecircle.com

Cc: Pooja Shailendra pshailendra@creativecircle.com

Bcc: Amanda Marshall amarshall@creativecircle.com, McConnell, Rickey (00410) rickey.mcconnell@creativegroup.com



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Sent: Saturday, August 17, 2019 12:23 PM
To: Joe Sebok <jsebok@creativecircle.com>
Subject: Fwd: Expenses for 08/09 - 08/16

ALAN S JOHNSON JR
Video Editor | Motion Graphics Designer | 3D Generalist
[email] editor@sffreelance.com
[www] <http://sffreelance.com>
[linkedin] www.linkedin.com/in/nodepost/
[reel] <https://www.youtube.com/user/nodepost>
[cell] 628.777.6097

~ Time is money; don't waste it ~ unknown

~ Say it with cash ~ unknown

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Begin forwarded message:

From: SF Freelance Editor <editor@sffreelance.com>
Subject: Expenses for 08/09 - 08/16
Date: August 17, 2019 at 12:22:33 PM PDT
To: "Deepak Srivastava (deesriva)" <deesriva@cisco.com>

Deepak,

Hope you are having a great weekend. I will need you to please Authorize reimbursement of these expenses for the Vehicle rental and Gas to be on location at Cisco providing excellent service to the projects demands of Motion Graphics Animation, VFX compositing and Footage correction and soon to come 3D modeling and animation.

Thank you so much I am loving working with you and the team and looking forward to a great next week!

<image001.jpg>

<image002.jpg>

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On Aug 16, 2019, at 5:28 PM, Deepak Srivastava
(deesriva) <deesriva@cisco.com> wrote:

From: "Rahul Sagi (rasagi)" <rasagi@cisco.com>
Date: Friday, August 16, 2019 at 5:15 PM
To: "Zaheer Ahmed (zahahmed)"
<zahahmed@cisco.com>, "Deepak Srivastava
(deesriva)" <deesriva@cisco.com>
Cc: "Rohan Grover (rohang)" <rohang@cisco.com>,
"Vimarsh Puneet (vpuneet)"
<vpuneet@cisco.com>, "Lindsay Sierra (lisierra)"
<lisierra@cisco.com>
Subject: Voice Over

Hi Deepak,
Here is the Voice Over script and recording for the
Intro Animation Video.

Please forward to animator.

Thank you.

Regards,
Rahul Sagi
<Intro-Video-VO.docx><CiscoSystemsBuilding22-



Zaheer.m4a>

<2019 Creative Circle Candidate Expense Report-OFFICIAL.xlsx>

From: ALAN S JOHNSON JR ajohnson@nodepost.com
Subject: Re: Expenses for 08/09 - 08/16
Date: August 19, 2019 at 8:36 AM
To: Joe Sebok jsebok@creativecircle.com
Cc: Pooja Shailendra pshailendra@creativecircle.com
Bcc: Amanda Marshall amarshall@creativecircle.com



Joe,

Thank you for getting back with me, I am available today, As I am unable to rent a vehicle and also worked all weekend for the second weekend in a row, I am at home and working on any changes that come from today's review as well as the financial constraints I am currently facing from this particular booking.

Let me know what time you are wanting to schedule a call.

Alan

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Hi Alan-

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Best,

Joe Sebok Recruiter

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Tel 415.615.9999

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WE LOVE DEEPAK!

WE LOVE REFERRALS!

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Let's connect on LinkedIn! <https://www.linkedin.com/in/joesebok>

From: ALAN S JOHNSON JR <ajohnson@nodepost.com>

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Thanks!

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Joe Sebok Recruiter

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<image001.jpg>

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2019 Candidate Expense Report

		2019 Credit Card Expenses Report	BEUTLICH TRADING
Name	Alan S. Johnson	1. Fill out your name and the mailing address where you send your credit card statements.	1. Fill out your name and the mailing address where you send your credit card statements.
Mailing Address Line 1:	1718 S. Jackson St.	2. Fill out the business company name, the Creative Circle office location and date above. If you are the owner of the business, then you can skip your company name, address and date.	2. Fill out the business company name, the Creative Circle office location and date above. If you are the owner of the business, then you can skip your company name, address and date.
Mailing Address Line 2:		3. Fill out the office location for your company, or your company phone.	3. Fill out the office location for your company, or your company phone.
City, State, Zip Code:	San Francisco Ca 94133	4. State as a gift and sign off the business.	4. State as a gift and sign off the business.
Client Company Name:	Guco	5. Scan and send. You'll be emailed your report, and all items will appear on your account via email. **	5. Scan and send. You'll be emailed your report, and all items will appear on your account via email. **
Creative Circle Office Location:	985 Madison St #10400, San Francisco	6. Forward your report and all of the company card receipts to: ExpenseReports@creativecircle.com by the Friday, March 15th or we'll email you a link to get paid Friday if it's not there.	6. Forward your report and all of the company card receipts to: ExpenseReports@creativecircle.com by the Friday, March 15th or we'll email you a link to get paid Friday if it's not there.
Date:	Sep 23	** You have to be getting a sign off on, please email your company name at the Creative Circle Office	** You have to be getting a sign off on, please email your company name at the Creative Circle Office

No	Receipt Date	Name of Vendor / Business/ Send or	Amount <small>(Per Invoice)</small>	# of Miles	Mileage @ \$0.5800 (2021 rate per MI Regulation)	Purpose	Total
1	06/09/19	Enterprise	\$218.24	-	\$0.00	Rental Car to work on location with Cisco - Day rental rate	\$218.24
2	06/10/19	Avalon	\$16.85	-	\$0.00	Taxicab	\$16.85
3	06/12/19	Enterprise	\$894.08	-	\$0.00	Rental Car to work on location with Cisco - Weekly rental rate	\$894.08
4	06/16/19	% Gas Station	\$82.00	-	\$0.00	Gas between 06/13-06/16	\$82.00
5			\$0.00	-	\$0.00		\$0.00
6			\$0.00	-	\$0.00		\$0.00
7			\$0.00	-	\$0.00		\$0.00
8			\$0.00	-	\$0.00		\$0.00
9			\$0.00	-	\$0.00		\$0.00
0			\$0.00	-	\$0.00		\$0.00
1			\$0.00	-	\$0.00		\$0.00
2			\$0.00	-	\$0.00		\$0.00
3			\$0.00	-	\$0.00		\$0.00
4			\$0.00	-	\$0.00		\$0.00
5			\$0.00	-	\$0.00		\$0.00
6			\$0.00	-	\$0.00		\$0.00
7			\$0.00	-	\$0.00		\$0.00
8			\$0.00	-	\$0.00		\$0.00
9			\$0.00	-	\$0.00		\$0.00
0			\$0.00	-	\$0.00		\$0.00
1			\$0.00	-	\$0.00		\$0.00
2			\$0.00	-	\$0.00		\$0.00
3			\$0.00	-	\$0.00		\$0.00
4			\$0.00	-	\$0.00		\$0.00
5			\$0.00	-	\$0.00		\$0.00
TOTALS			\$660.97	-	\$0.00		\$660.97

CANDIDATE SIGNATURE: _____
CLIENT CONTACT SIGNATURE APPROVAL: _____
PRINT CLIENT CONTACT NAME (BILL TO): _____
CISCO - 821 Alder Dr, Building 22, Milpitas, Ca 95035

DATE: 8/17/19

DATE: _____

modified 01.01.2019

ALAN S JOHNSON JR
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 [email] editor@sffreelance.com
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Hey Alan-

Hope all is going well!

I'm re-attaching our expenses spreadsheet so you can send these in to get reimbursed asap. The instructions are right on the spreadsheet.

Thanks!

Best,

Joe Sebok Recruiter

Creative Circle | Digital + Creative Staffing

595 Market Street, Suite 2400, San Francisco, CA 94105

Tel 415.615.9999

creativecircle.com | [facebook](https://www.facebook.com/creativecircle) | [twitter](https://twitter.com/creativecircle) | [LinkedIn](https://www.linkedin.com/company/creativecircle) | [Instagram](https://www.instagram.com/creativecircle)

WE'RE #1!

Staffing Industry Analysts ranked Creative Circle as the largest marketing/creative staffing firm in the U.S.!

WE LOVE REFERRALS!

Know an advertising, design, interactive or marketing professional who is looking for freelance or full time work? Send them my way!

Let's connect on LinkedIn! <https://www.linkedin.com/in/joesebok>

From: ALAN S JOHNSON JR <ajohnson@nodepost.com>

Sent: Saturday, August 17, 2019 12:23 PM

To: Joe Sebok <jsebok@creativecircle.com>

Subject: Fwd: Expenses for 08/09 - 08/16

ALAN S JOHNSON JR

Video Editor | Motion Graphics Designer | 3D Generalist

[email] editor@sffreelance.com

[www] <http://sffreelance.com>

[linkedin] www.linkedin.com/in/nodepost/
[reel] <https://www.youtube.com/user/nodepost>
[cell] 628.777.6097

~ Time is money; don't waste it ~ unknown

~ Say it with cash ~ unknown

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Begin forwarded message:

From: SF Freelance Editor <editor@sffreelance.com>
Subject: Expenses for 08/09 - 08/16
Date: August 17, 2019 at 12:22:33 PM PDT
To: "Deepak Srivastava (deesriva)" <deesriva@cisco.com>

Deepak,

Hope you are having a great weekend. I will need you to please Authorize reimbursement of these expenses for the Vehicle rental and Gas to be on location at Cisco providing excellent service to the projects demands of Motion Graphics Animation, VFX compositing and Footage correction and soon to come 3D modeling and animation.

Thank you so much I am loving working with you and the team and looking forward to a great next week!

<image001.jpg>

<image002.jpg>

ALAN S JOHNSON JR
Video Editor | Motion Graphics Designer | 3D Generalist
[email] editor@sffreelance.com
[www] <http://sffreelance.com>
[linkedin] www.linkedin.com/in/nodepost/
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On Aug 16, 2019, at 5:28 PM, Deepak Srivastava (deesriva) <deesriva@cisco.com> wrote:


From: "Rahul Sagi (rasagi)" <rasagi@cisco.com>
Date: Friday, August 16, 2019 at 5:15 PM
To: "Zaheer Ahmed (zahahmed)" <zahahmed@cisco.com>, "Deepak Srivastava (deesriva)" <deesriva@cisco.com>
Cc: "Rohan Grover (rohang)" <rohang@cisco.com>, "Vimarsh Puneet (vpuneet)" <vpuneet@cisco.com>, "Lindsay Sierra (lisierra)" <lisierra@cisco.com>
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Hi Deepak,
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Please forward to animator.

Thank you.

Regards,
Rahul Sagi
<Intro-Video-VO.docx><CiscoSystemsBuilding22-Zaheer.m4a>

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ALAN S JOHNSON JR

Video Editor | Motion Graphics Designer | 3D Generalist

[email] editor@sffreelance.com

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Subject: Expenses for 08/09 - 08/16

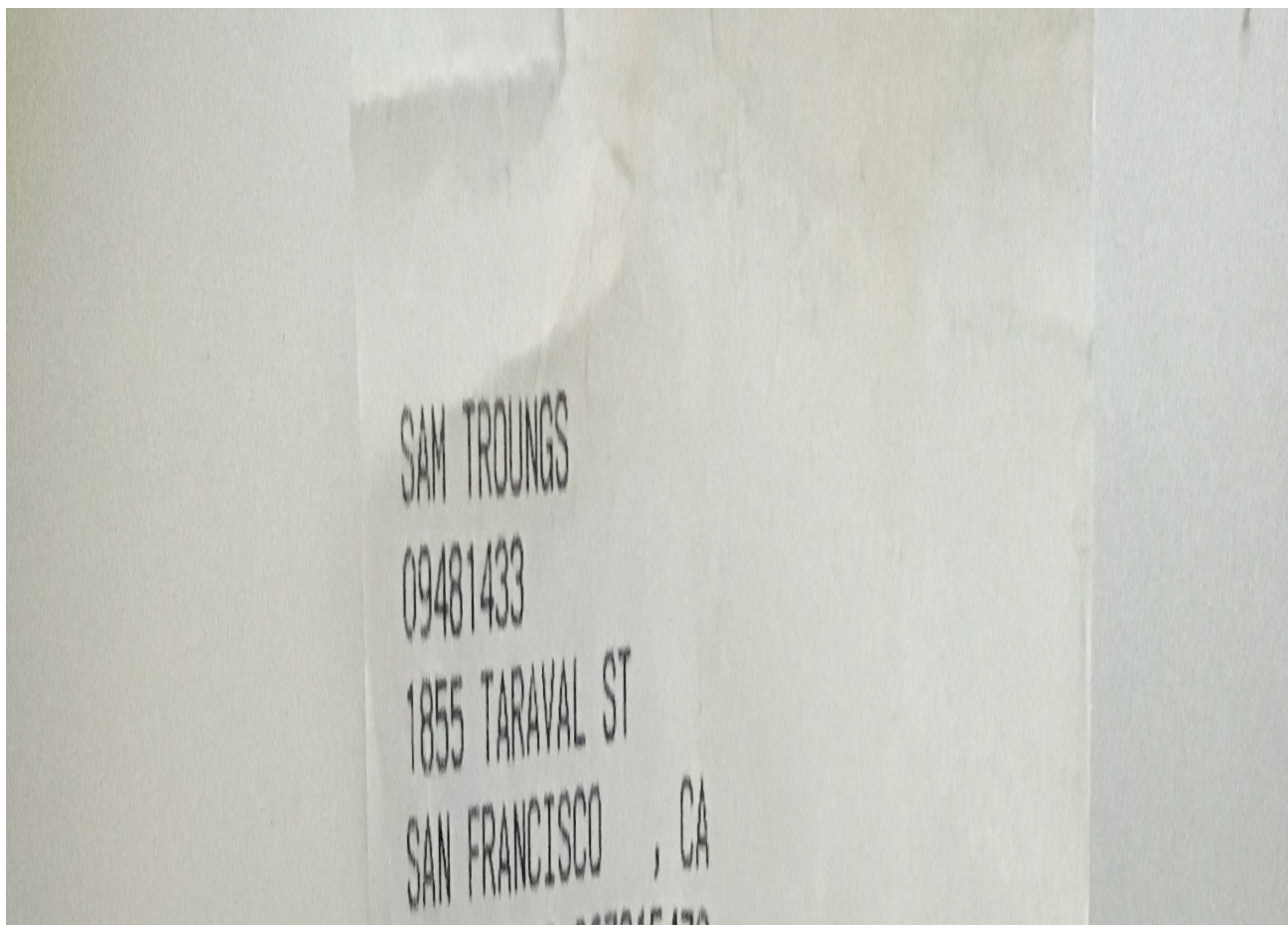
Date: August 17, 2019 at 12:22:33 PM PDT

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08/15/2019 367915473

07:37:09 PM

2097

VISA

INVOICE 193522

AUTH 00-017128

REF270230815191935

*** REPRINT *** REPRINT *** REPRINT ***

PUMP# 7

REGULAR 9.013G

PRICE/GAL \$3.679

FUEL TOTAL \$ 33.16

*** REPRINT *** REPRINT *** REPRINT ***

CREDIT \$ 33.16

COMPLETION

SWIPE Exp.Date:**/**

Batch: 27 Seq Num: 23

Term ID: 7

ZIP ENTERED

Workstation ID: 00

Your opinion

counts! Enter to

Win 1 of 60 \$25

gas gift cards!!!

Provide feedback

www.gasvisit.com

Learn how to earn
50 cents/gallon in

fuel statement

credits. Go to

drivesavvy.com or

see details at the

pump. Restrictions

apply. Offer

expires 9/30/19.

2905

RISE RENT-A-CAR COM

AGREEMENT

REF#

6PBXLT

MOBIL #58310

2195 JUNIPERO -

SERRA BLVD

DALY CITY, 94014

ALAN

TIME OUT

9 05:15 PM

TIME IN

MOBIL

501 SERRAMONTEBLVD

DALYCITY CA

5 AVE, COLMA, CA

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08/10	2
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08/10	2
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08/10	2
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TIME IN

9 10:42 AM

94015

08/10 2

CYCLE

08/10

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DATE 08/10/19 10:22

TRAN# 9153156

08/10

S CHARGED

PUMP# 15

8/10 2

SERVICE LEVEL: SELF

PRODUCT: REGULAR

Total Ch

019 MAZD CX5 GT4W

FBDM0K0550275

GALLONS: 4.706

635

PRICE/G: \$ 3.539

VEN 108

FUEL SALE \$ 16.65

: IFAR

CREDIT \$16.65

RCE ACCOUNT

E PLUS

Visa

*****0337

Entry Method: Swiped

Auth #: 010255

Resp Code:

Stan: 03972212988

Invoice #: 395620

Store # 9948282

SITE ID: 395954

TERMINAL ID: 001

CREDIT CARD

XXXXXXXXXXXX03



ALAN S JOHNSON JR

Video Editor | Motion Graphics Designer | 3D Generalist

[email] editor@sffreelance.com

[www] <http://sffreelance.com>

[linkedin] www.linkedin.com/in/nodepost/

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To: "Zaheer Ahmed (zahahmed)" <zahahmed@cisco.com>, "Deepak Srivastava (deesriva)" <deesriva@cisco.com>

Cc: "Rohan Grover (rohang)" <rohang@cisco.com>, "Vimarsh Puneet (vpuneet)" <vpuneet@cisco.com>, "Lindsay Sierra (lisierra)" <lisierra@cisco.com>

Subject: Voice Over

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Thank you.

Regards,
Rahul Sagi
<Intro-Video-VO.docx><CiscoSystemsBuilding22-Zaheer.m4a>



2019 Creative
Circle...AL.xlsx

From: **ALAN S JOHNSON JR** ajohnson@nodepost.com
Subject: **Fwd: Expenses for 08/09 - 08/16**
Date: August 17, 2019 at 12:22 PM
To: Joe Sebok jsebok@creativecircle.com



ALAN S JOHNSON JR
Video Editor | Motion Graphics Designer | 3D Generalist
[email] editor@sffreelance.com
[www] <http://sffreelance.com>
[linkedin] www.linkedin.com/in/nodepost/
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Enterprise
Rental...LT.pdf



Enterprise
Rental...MH.pdf

2019 Creative Circle Expense Report



2019 Creative Circle Expense Report

Name: Alan S. Johnson
Mailing Address Line 1: 1700 J. Ross
Mailing Address Line 2:
City, State, Zip Code: San Francisco CA 94133
Client Company Name: Cisco
Creative Circle Office Location: 505 North of Market St, San Francisco
Date: Sep 23

INSTRUCTIONS:

1. Fill out your name and the mailing address where you can send your reimbursement check.
2. Fill out the client company name, the Creative Circle office location and date. Also fill out the name of the client case that you are reporting your expenses at the bottom of the report.
3. Fill out the information for your expenses, one expense per line.
4. Save as a pdf and sign all the bottom.
5. Scan and send. Each line item can be scanned separately, and each item to be approved via signature or by replying by email. *
6. Forward approved report and all the corresponding receipts to: ExpenseReports@creativecircle.com by Friday, 9:00 PM PT to meet the weekly cutoff to get paid Friday of the next month.

*If you have trouble getting a signature, please contact your representative at the local Creative Circle Office.
** Expense items will be reimbursed as follows:

Receipt	Name of Vendor / Business	Amount	# of Miles	Mileage @ \$0.5800 (2019 rate per 100 Miles)	Purpose	Total
Date	Sender	Received				
8/17/2019	Enterprise	\$216.24	-	\$0.00	Travel to work on location with Cisco - Day rental rate	\$216.24

2	any other use	30.00	-	30.00	30.00
3	08/12/19 Enterprise	\$84.08	-	\$0.00	\$84.08
4	08/16/19 No Gas Station	\$0.00	-	\$0.00	\$0.00
5		\$0.00	-	\$0.00	\$0.00
6		\$0.00	-	\$0.00	\$0.00
7		\$0.00	-	\$0.00	\$0.00
8		\$0.00	-	\$0.00	\$0.00
9		\$0.00	-	\$0.00	\$0.00
10		\$0.00	-	\$0.00	\$0.00
11		\$0.00	-	\$0.00	\$0.00
12		\$0.00	-	\$0.00	\$0.00
13		\$0.00	-	\$0.00	\$0.00
14		\$0.00	-	\$0.00	\$0.00
15		\$0.00	-	\$0.00	\$0.00
16		\$0.00	-	\$0.00	\$0.00
17		\$0.00	-	\$0.00	\$0.00
18		\$0.00	-	\$0.00	\$0.00
19		\$0.00	-	\$0.00	\$0.00
20		\$0.00	-	\$0.00	\$0.00
21		\$0.00	-	\$0.00	\$0.00
22		\$0.00	-	\$0.00	\$0.00
23		\$0.00	-	\$0.00	\$0.00
24		\$0.00	-	\$0.00	\$0.00
25		\$0.00	-	\$0.00	\$0.00
TOTALS		\$600.97	-	\$0.00	\$600.97

CANDIDATE SIGNATURE: _____
CLIENT CONTACT SIGNATURE APPROVAL: _____

DATE: 8/17/19

PRINT CLIENT CONTACT NAME (BILL TO): _____

DATE: _____

Cisco - 821 Alder Dr. Building 22, Milpitas, Ca 95035

modified 01.01.2019

SAM TROUNGS
09481433
1855 TARAVAL ST
SAN FRANCISCO , CA
08/15/2019 367915473
07:37:09 PM

2097
VISA

INVOICE 193522
AUTH 00-017128
REF270230815191935

*** REPRINT *** REPRINT *** REPRINT ***

PUMP# 7
REGULAR 9.013G
PRICE/GAL \$3.679

FUEL TOTAL \$ 33.16

*** REPRINT *** REPRINT *** REPRINT ***

CREDIT \$ 33.16

COMPLETION
SWIPE Exp.Date: **/**

Batch: 27 Seq Num: 22

Batch: 27 Seq Num: 23
Term ID: 7
ZIP ENTERED
Workstation ID: 00
Your opinion
counts! Enter to
Win 1 of 60 \$25
gas gift cards!!!
Provide feedback
www.gasvisit.com
Learn how to earn
50 cents/gallon in
fuel statement
credits. Go to
drivesavvy.com or
see details at the
pump. Restrictions
apply. Offer
expires 9/30/19.
2905

RISE RENT-A-CAR COM

AGREEMENT

REF#
6PBXLT

ALAN

TIME OUT

9 05:15 PM

TIME IN

9 10:42 AM

CYCLE

S CHARGED

019 MAZD CX5 GT4W

FBDM0K0550275

535

EN 108

: IFAR

MOBIL #58310
2195 JUNIPERO -
SERRA BLVD
DALY CITY, 94014

MOBIL
501 SERRAMONTEBLVD
DALYCITY CA
94015

DATE 08/10/19 10:22

TRAN# 9153156

PUMP# 15

SERVICE LEVEL: SELF

PRODUCT: REGULAR

GALLONS: 4.706

PRICE/G: \$ 3.539

FUEL SALE \$ 16.65

CREDIT \$16.65

S AVE, COLMA, CA

Time	Quantity
08/10	2
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08/10	2
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RCE ACCOUNT
E PLUS

Visa
*****0337
Entry Method: Swiped
Auth #: 010255
Resp Code:
Stan: 03972212988
Invoice #: 395620
Store # 9948282
SITE ID: 395954
TERMINAL ID: 001

CREDIT CARD
xxxxxxxxxxxxx03

THANK YOU
HAVE A NICE DAY
WWW.4FLYERS.COM

ALAN S JOHNSON JR
Video Editor | Motion Graphics Designer | 3D Generalist
[email] editor@sffreelance.com
[www] <http://sffreelance.com>
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SWIPE Exp.Date:**/**

Batch: 27 Seq Num: 23

Term ID: 7

ZIP ENTERED

Workstation ID: 00

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Provide feedback

www.gasvisit.com

Learn how to earn

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credits. Go to

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AGREEMENT

REF#
6PBXLT

ALAN

TIME OUT

9 05:15 PM

TIME IN

9 10:42 AM

CYCLE

S CHARGED

019 MAZD CX5 GT4W

FBDMOK0550275

635

VEN 108

: IFAR

RCE ACCOUNT

E PLUS

MOBIL #58310
2195 JUNIPERO -
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DALY CITY, 94014

MOBIL
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94015

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PRODUCT: REGULAR

GALLONS: 4.706

PRICE/G: \$ 3.539

FUEL SALE \$ 16.65

CREDIT \$16.65

Visa

*****0337

Entry Method: Swiped

Auth #: 010255

Resp Code:

Stan: 03972212988

Invoice #: 395620

Store # 9948282

SITE ID: 395954

TERMINAL ID: 001

THANK YOU
HAVE A NICE DAY
WWW.4FLYERS.COM

5 AVE, COLMA, CA

Time	Quantity
08/10	2
08/10	2
08/10	2
08/10	2
08/10	
Sub	

08/10
8/10 2

Total Ch

CREDIT CARD

xxxxxxxxxxxx03

ALAN S JOHNSON JR
Video Editor | Motion Graphics Designer | 3D Generalist
[email] editor@sffreelance.com
[www] <http://sffreelance.com>
[linkedin] www.linkedin.com/in/nodepost/
[reel] <https://www.youtube.com/user/nodepost>
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Thank you.

From: SF Freelance Editor editor@sffreelance.com

Subject: Re: Update Cisco Impact

Date: August 21, 2019 at 1:33 PM

To: Deepak Srivastava (deesriva) deesriva@cisco.com

Cc: Joe Sebok jsebok@creativecircle.com, Pooja Shailendra pshailendra@creativecircle.com, Rahul Sagi rasagi@cisco.com

Bcc: Richard Eberly -X (rieberly - TEKSYSTEMS INC at Cisco) rieberly@cisco.com

SE

All,

I have not heard back on any of the changes to the projects I was assigned to work on.

I have uploaded project files as I do not want any more time to be wasted on delivering by the dead line.

http://nodepost.com/cis/Cisco_Sos.zip

http://nodepost.com/cis/Cisco_Impact_AE_Project.zip

http://nodepost.com/cis/Cisco_Impact_pr.zip

ALAN S JOHNSON JR

Video Editor | Motion Graphics Designer | 3D Generalist

[email] editor@sffreelance.com

[www] <http://sffreelance.com>

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All,

Here is the link to the projects assets, render files, footage and exports. it is 73 gig. Please let me know when you have them downloaded so I can respectfully pull them off my server.

http://nodepost.com/cis/Cisco_Impact.zip

I am still awaiting a list of changes and direction as well as download links to any further assets needed to make any changes requested.

Thank you for your time

Alan

ALAN S JOHNSON JR

Video Editor | Motion Graphics Designer | 3D Generalist

[email] editor@sffreelance.com

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[cell] 628.777.6097

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~ Say it with cash ~ unknown

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On Aug 20, 2019, at 9:03 AM, Deepak Srivastava (deesriva) <deesriva@cisco.com> wrote:

Yes all assets and resources, including the comps
Deepak

From: Joe Sebok <jsebok@creativecircle.com>

Date: Tuesday, August 20, 2019 at 8:52 AM

To: SF Freelance Editor <editor@sffreelance.com>

Cc: "Deepak Srivastava (deesriva)" <deesriva@cisco.com>, Pooja Shailendra <pshailendra@creativecircle.com>

Subject: RE: Update Cisco Impact

I believe what he is looking for specifically are the source files, fyi.

Can you confirm that, Deepak?

Best,

Joe Sebok Recruiter

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Subject: Re: Update Cisco Impact

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Subject: Re: Update Cisco Impact

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Let's connect on LinkedIn! <https://www.linkedin.com/in/joesebok>

From: Editor SF Freelance <editor@sffreelance.com>

Sent: Monday, August 19, 2019 5:12 PM

To: Deepak Srivastava (deesriva) <deesriva@cisco.com>

Subject: Re: Update Cisco Impact

Hi Deepak,

I won't be able to be onsite tomorrow as I do not currently have the funds for travel or to rent a vehicle, I would really appreciate cisco reimbursing me for the travel arrangements, in the mean time please composite a list of changes for me to make along with any additional assets, stock footage, graphics etc, needed and I will complete the changes and edit starting tomorrow. Please notate time codes with the list. Thank you so much!

Alan

ALAN S JOHNSON JR

On Aug 19, 2019, at 4:54 PM, Deepak Srivastava (deesriva) <deesriva@cisco.com> wrote:

Hi Alan,

We had the first review of the draft, lot of work is

needed on the project. Please be here at 9:00am onsite to go over the changes, edits and suggestions. Thanks.
Deepak

From: SF Freelance Editor
<editor@sffreelance.com>
Date: Monday, August 19, 2019 at 12:13 PM
To: "Deepak Srivastava (deesriva)"
<deesriva@cisco.com>
Cc: "Smita Hemant Gokhale -X (smgokhal - TEKSYSTEMS INC at Cisco)" <smgokhal@cisco.com>
Subject: Re: Update Cisco Impact

Copy that, I am awaiting a list of changes to make any adjustments needed.

Thank you

Alan

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On Aug 19, 2019, at 12:07 PM, Deepak Srivastava (deesriva) <deesriva@cisco.com> wrote:

Hi Alan,
Please don't work on the video today, till we have edit from the team.
Deepak

From: SF Freelance Editor <editor@sffreelance.com>
Date: Monday, August 19, 2019 at 11:40 AM
To: "Deepak Srivastava (deesriva)" <deesriva@cisco.com>
Cc: "Smita Hemant Gokhale -X (smgokhal - TEKSYSTEMS INC at Cisco)" <smgokhal@cisco.com>
Subject: Re: Update Cisco Impact

Working on it Deepak, trying to resolve the travel accommodations. If you have a list of changes I am happy to complete them as requested.

ALAN S JOHNSON JR
Video Editor | Motion Graphics Designer | 3D Generalist
[email] editor@sffreelance.com
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On Aug 19, 2019, at 11:25 AM, Deepak Srivastava (deesriva) <deesriva@cisco.com> wrote:

Please be in the office at 9:00 tomorrow to go over the edits and changes.
Deepak

From: SF Freelance Editor <editor@sffreelance.com>
Date: Monday, August 19, 2019 at 8:14 AM
To: "Deepak Srivastava (deesriva)" <deesriva@cisco.com>
Cc: "Rahul Sagi (rasagi)" <rasagi@cisco.com>, "McConnell, Rickey (00410)" <rickey.mcconnell@creativigroup.com>
Subject: Re: Update Cisco Impact

All,

For your convenience I have uploaded lower bit rate HD versions of the previous 4K versions for easier playback on phones.

Alan's Creative Transitions Version
<http://podcast.com/cis/Cis>

http://nodepost.com/cis/Cisco_Impact_MG_A_HD.mp4

Deepak Directed version
http://nodepost.com/cis/Cisco_Impact_MG_B_HD.mp4

Flat no transitions Version
http://nodepost.com/cis/Cisco_Impact_MG_C_HD.mp4

Alan

ALAN S JOHNSON JR
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Generalist
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On Aug 19,
2019, at 7:35
AM, SF
Freelance
Editor
<[editor@sffree
lance.com](mailto:editor@sffree
lance.com)>
wrote:

Good morning,

Here is the
fruits of this
weekends
labors.

Alan's Creative
Transitions
Version
[http://nodepos
t.com/cis/Cisco
_Impact_MG_
A.mp4](http://nodepos
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[http://nodepos
t.com/cis/Cisco
_Impact_MG_
C.mp4](http://nodepos
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_Impact_MG_
C.mp4)


Please let me
know you
changes. For

the logo wall
sections I was
unable to find
4 of those
logos and they
were
unreadable at
the image size,
please send
those along
asap. Also I
need links to
the stock
footage you
would like to
replace the
place holder
stock footage I
have in the
sequence
currently @
00:00:23:26

Alan

**ALAN S
JOHNSON JR**
Video Editor I
Motion
Graphics
Designer I 3D
Generalist
[email]
editor@sffreelance.com
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Subject: Re: Update Cisco Impact

Date: August 20, 2019 at 3:05 PM

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Cc: Joe Sebok jsebok@creativecircle.com, Pooja Shailendra pshailendra@creativecircle.com, Rahul Sagi rasagi@cisco.com

Bcc: Richard Eberly -X (rieberly - TEKSYSTEMS INC at Cisco) rieberly@cisco.com

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Deepak

From: SF Freelance Editor <editor@sffreelance.com>
Date: Monday, August 19, 2019 at 12:13 PM
To: "Deepak Srivastava (deesriva)" <deesriva@cisco.com>
Cc: "Smita Hemant Gokhale -X (smgokhal - TEKSYSTEMS INC at Cisco)" <smgokhal@cisco.com>
Subject: Re: Update Cisco Impact

Copy that, I am awaiting a list of changes to make any adjustments needed.

Thank you

Alan

ALAN S JOHNSON JR
Video Editor | Motion Graphics Designer | 3D Generalist
[email] editor@sffreelance.com
[www] <http://sffreelance.com>
[linkedin] www.linkedin.com/in/nodepost/
[reel] <https://www.youtube.com/user/nodepost>
[cell] 628.777.6097

~ Time is money; don't waste it ~ *unknown*

-- Time is money, don't waste it -- unknown

~ Say it with cash ~ *unknown*

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ALAN S JOHNSON ID

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<deesriva@cisco.com>

Cc: "Rahul Sagi (rasagi)"

<rasagi@cisco.com>,

"McConnell, Rickey
(00410)"
<rickey.mcconnell@creativegroup.com>
Subject: Re: Update Cisco
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All,

For your convenience I have
uploaded lower bit rate HD
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Alan's Creative Transitions
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http://nodepost.com/cis/Cisco_Impact_MG_A_HD.mp4

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Please let me know you changes. For the logo wall sections I was unable to find 4 of those logos and they were unreadable at the image size, please send those along asap. Also I need links to the stock footage you would like to replace the place holder stock footage I have in the sequence currently @ 00:00:23:26

Alan

**ALAN S
JOHNSON JR**
Video Editor |
Motion Graphics
Designer | 3D
Generalist
[email]
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From: SF Freelance Editor editor@sffreelance.com
Subject: Re: Update Cisco Impact
Date: August 20, 2019 at 2:43 PM
To: Joe Sebok jsebok@creativecircle.com
Cc: Pooja Shailendra pshailendra@creativecircle.com
Bcc: humanresources@creativecircle.com

SE

Joe

Just want inform you, that Deepak called Monday to complain about the 8.5 hours of overtime that was accrued by his direction during last weeks assignments on Monday Aug 19th at 10:47am. Deepak tried to tell me that we have an agreement to not charge overtime but to track that time over to the days following in the the weeks to come for him to approve as regular time. This is completely unethical. I told Deepak it is illegal to request this of me and he got angry and said "FINE ITS APPROVED" and quickly got off the phone.

Deepak did not even take into consideration that I just spent even more hours over the weekend timing out the animations with instructed versions, Flat no transitions, Deepak preferred transition and a Creative transition option as well as rendering them matched to the scratch voice over and new script provided on Friday to ensure he had a Monday review as he denied me reimbursement for the expenses to be onsite as he requested.

When I talked with him on Sunday Aug 18th at around 1:30 pm to inform him that we are rendering out the versions now matched in time with the scratch VO he seemed happy about that and told me to make sure he has links in his email to review by Monday. Of course I did so and ensured the progress was totally made.

I have explained to him several times on the first day and through out the previous week that in order to be on-site I am renting a car to fulfill his request although I am completely equipped and capable to work on any direction remotely as I do with 90% of my clients, with flawless execution and in most cases an immediate response to direction or request. His first response was for me to go to you and Creative Circle and request a pay raise to compensate for the expenses. as he stated that Cisco already pays for block quarter to access talent when needed through Creative Circle. I was denied that on the Monday as I sat right across from him as he said no to the question of pay increase making me look bad to my agency and essentially lying.

I still have the hours of Sat 08/17 9:00 am - 4:00 pm and Sun 08/18 7:30 am - 3pm + render time 3 pm - 12am unaccounted for currently.

This situation is stressing me out and causing financial loss on a month plus contract over a bad business and project scope and demand changes that I am not responsible for. I have met every demand of the client with total satisfaction from what I have been told directly on-site with impressive knowledge and expertise and handling of the issues that arose with the video project.

From what I was experiencing from Rohul and Zahar they were quite pleased with the animations I was producing and both told me personally I am working in right direction and performing exactly what they were looking for.

I feel whats happening currently is a total unethical injustice and feel completely discriminated against for a situation that is beyond my control or decision making ability. I have done nothing wrong, I have followed the directions of Deepak and Rouhol and Zahar as well as what was laid out in the new script on Friday and I have delivered a Monday review to ensure we can make any adjustments needed immediately upon submission of those changes by the team. I was also told directly by Deepak yesterday via email to not work on any thing until I received direction from the team. As a professional I always do what its instructed to me or directed to me by the client.

There were several times Deepak viewed what I was currently working on for the animation and made immediate changes real time with me which I performed in front of him upon request and to his satisfaction.

I personally feel now that Creative Circle and Cisco are treating me completely unethically and choosing to neglect that facts that I have tried to convey multiple times through both parties.

This is very frustrating and stressful for me and I do not appreciate it at all.

Alan

ALAN S JOHNSON JR
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On Aug 20, 2019, at 9:08 AM, SF Freelance Editor <editor@sffreelance.com> wrote:

Joe, Deepak,

I am uploading all footage, renders and art files to the sever now, the upload is reporting it will take 4 hours currently it should be completed shortly after lunch. I will send a link to the download as soon as it is ready.

This is final, I will not turn over my IP (Intellectual Property) to anyone with out proper compensation ie My After Effects Project. I engineered all this animation on my own system with my own licenses, I have not signed anything with anyone that states I am to relinquish my IP.

I was hired as a 3D modeler by Creative Circle, not a Motion Graphics Animator or VFX Artist, which for the entire duration of this project the only tasks I have been assigned is Motion Graphics Design and VFX work (footage repair, stabilization, hand held camera simulation, tracking and compositing)

I have notified everyone I have been in contact with that the scope of this job has completely changed, I have risen to the task and executed flawlessly and on time with every task I have been assigned.

I am requesting again as you have stated there is a time crunch this morning, Please compose a list of changes and links to assets needed to finish this project off so I can get started on it right away.

Thank you for your time,

Alan

ALAN S JOHNSON JR

Video Editor | Motion Graphics Designer | 3D Generalist

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On Aug 20, 2019, at 8:52 AM, Joe Sebok <jsebok@creativecircle.com> wrote:

I believe what he is looking for specifically are the source files, fyi.

Can you confirm that, Deepak?

Best,

Joe Sebok Recruiter

Creative Circle | Digital + Creative Staffing

595 Market Street, Suite 2400, San Francisco, CA 94105

Tel 415.615.9999

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WE LOVE REFERRALS!

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Let's connect on LinkedIn! <https://www.linkedin.com/in/joesebok>

From: SF Freelance Editor <editor@sffreelance.com>

Sent: Tuesday, August 20, 2019 8:46 AM

To: Joe Sebok <jsebok@creativecircle.com>

Cc: Deepak Srivastava <deesriva@cisco.com>; Pooja Shailendra <pshailendra@creativecircle.com>

Subject: Re: Update Cisco Impact

Joe, Deepak,

Whats in question here is not the skills or expertise or experience I have provided. Whats in question currently is the ethic's of the situation.

I have delivered animation that through out last week was approved by all parties viewing it. because of the discrepancy with the compensation for travel, I worked over the weekend to ensure a solid a review on monday

I understand there are changes now after Monday's review. please send me a list of changes, with time codes and any further assets or direction needed to complete these changes and I will have them made immediately.

Thank you so much

Alan

ALAN S JOHNSON JR

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On Aug 20, 2019, at 8:39 AM, Joe Sebok <jsebok@creativecircle.com> wrote:

Hi Alan-

Let's hop on a call this morning to discuss.

As we discussed yesterday, the traveling expenses had not been priorly approved by Cisco or Creative Circle, which they should have been ahead of time in order to be processed properly and/or approved according to our process.

I think we are cleared for you to work remotely today, Alan. Let's make sure that all files Deepak needs are uploaded back to him as well. Our primary concern today is that the team has everything they need in order to successfully complete the current project as they are in crunch time at the moment.

Deepak, can you let Alan know exactly what those files are and make sure that you are all squared away on your end, please?

Thank you both!

Best,

Joe Sebok Recruiter

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From: SF Freelance Editor <editor@sffreelance.com>
Sent: Tuesday, August 20, 2019 8:01 AM
To: Joe Sebok <jsebok@creativecircle.com>
Cc: Deepak Srivastava <deesriva@cisco.com>
Subject: Re: Update Cisco Impact
Importance: High

Good morning Joe,

I am uploading the files that belong to Cisco currently. I am also waiting on a list of changes from Deepak. As far as holding them up, I delivered the animation on Monday please refer below to the links. It is Tuesday and I am waiting on a list of changes and any assets needed to finish this animation. Since Cisco is refusing to cover my expense to be on site I am going to handle any of their needs or change request remotely at this point. I already put up 600 of my own money to accommodate their needs, Deepak refuses to compensate me for that. I am happy to make the changes they need immediately if they are willing to composite a list of what they want changed as well as links to any assets they needed to do so.

What time did you need to schedule a call?

Alan

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On Aug 20, 2019, at 7:33 AM, Joe Sebok
<jsebok@creativecircle.com> wrote:

Hi Alan-

We need to talk asap this morning, my friend.

I can work on getting some of your issues addressed, which I currently am doing, but withholding files is not acceptable and is simply not how we conduct business.

Deepak, and Cisco, are in a real time crunch with this current project and they absolutely need you to upload those files as soon as possible this morning. You are putting them, and us, in a precarious position by withholding work which they have rightfully employed us, and you to do.

Withholding files or work already completed for a client is only going to hurt your case in terms of being compensated for the travel expenses and our situation as a whole. I want to help you here, but we need to go about this the right way.

Please upload all the files that Deepak is requesting and let's continue discussing your situation.

Best,

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From: Editor SF Freelance <editor@sffreelance.com>

Sent: Monday, August 19, 2019 5:12 PM

To: Deepak Srivastava (deesriva) <deesriva@cisco.com>

Subject: Re: Update Cisco Impact

Hi Deepak,

I won't be able to be onsite tomorrow as I do not currently have the funds for travel or to rent a vehicle, I would really appreciate Cisco reimbursing me for the travel arrangements, in the mean time please composite a list of changes for me to make along with any additional assets, stock footage, graphics etc, needed and I will complete the changes and edit starting tomorrow. Please notate time codes with the list. Thank you so much!

Alan

ALAN S JOHNSON JR

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<rickey.mcconnell@creativegroup.com>

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[_Impact_MG_](#)
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Flat not
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Version

<http://nodeposit.com/cis/Cisco>

[_Impact_MG_](#)
[C.mp4](#)

Please let me
know you
changes. For
the logo wall
sections I was
unable to find
4 of those
logos and they
were
unreadable at
the image size,
please send
those along
asap. Also I
need links to
the stock
footage you
would like to
replace the
place holder
stock footage I
have in the
sequence
currently @
00:00:23:26

Alan

**ALAN S
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From: SF Freelance Editor editor@sffreelance.com
Subject: Re: Update Cisco Impact
Date: August 20, 2019 at 9:08 AM
To: Joe Sebok jsebok@creativecircle.com
Cc: Deepak Srivastava deesriva@cisco.com, Pooja Shailendra pshailendra@creativecircle.com
Bcc: Richard Eberly -X (rieberly - TEKSYSTEMS INC at Cisco) rieberly@cisco.com

SE

Joe, Deepak,

I am uploading all footage, renders and art files to the sever now, the upload is reporting it will take 4 hours currently it should be completed shortly after lunch. I will send a link to the download as soon as it is ready.

This is final, I will not turn over my IP (Intellectual Property) to anyone with out proper compensation ie My After Effects Project. I engineered all this animation on my own system with my own licenses, I have not signed anything with anyone that states I am to relinquish my IP.

I was hired as a 3D modeler by Creative Circle, not a Motion Graphics Animator or VFX Artist, which for the entire duration of this project the only tasks I have been assigned is Motion Graphics Design and VFX work (footage repair, stabilization, hand held camera simulation, tracking and compositing)

I have notified everyone I have been in contact with that the scope of this job has completely changed, I have risen to the task and executed flawlessly and on time with every task I have been assigned.

I am requesting again as you have stated there is a time crunch this morning, Please compose a list of changes and links to assets needed to finish this project off so I can get started on it right away.

Thank you for your time,

Alan

ALAN S JOHNSON JR
Video Editor | Motion Graphics Designer | 3D Generalist
[email] editor@sffreelance.com
[www] <http://sffreelance.com>
[linkedin] www.linkedin.com/in/nodepost/
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Can you confirm that, Deepak?

Best,

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595 Market Street, Suite 2400, San Francisco, CA 94105
Tel 415.615.9999

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Let's connect on LinkedIn! <https://www.linkedin.com/in/joesebok>

From: Editor SF Freelance <editor@sffreelance.com>

Sent: Monday, August 19, 2019 5:12 PM

To: Deepak Srivastava (deesriva) <deesriva@cisco.com>

Subject: Re: Update Cisco Impact

Hi Deepak,

I won't be able to be onsite tomorrow as I do not currently have the funds for travel or to rent a vehicle, I would really appreciate Cisco reimbursing me for the travel arrangements, in the mean time please composite a list of changes for me to make along with any additional

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Alan

ALAN S JOHNSON JR

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Hi Alan,
We had the first review of the draft, lot of work is needed on the project. Please be here at 9:00am onsite to go over the changes, edits and suggestions. Thanks.
Deepak

From: SF Freelance Editor <editor@sffreelance.com>
Date: Monday, August 19, 2019 at 12:13 PM
To: "Deepak Srivastava (deesriva)" <deesriva@cisco.com>
Cc: "Smita Hemant Gokhale -X (smgokhal - TEKSYSTEMS INC at Cisco)" <smgokhal@cisco.com>
Subject: Re: Update Cisco Impact

Copy that, I am awaiting a list of changes to make any adjustments needed.

Thank you

Alan

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[www] <http://sffreelance.com>
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On Aug 19, 2019, at 12:07 PM, Deepak
Srivastava (deesriva)
<deesriva@cisco.com> wrote:

Hi Alan,
Please don't work on the video today, till
we have edit from the team.
Deepak

From: SF Freelance Editor
<editor@sffreelance.com>
Date: Monday, August 19, 2019 at 11:40
AM
To: "Deepak Srivastava (deesriva)"
<deesriva@cisco.com>
Cc: "Smita Hemant Gokhale -X
(smgokhal - TEKSYSTEMS INC at Cisco)"
<smgokhal@cisco.com>
Subject: Re: Update Cisco Impact

Working on it Deepak, trying to resolve the
travel accommodations. If you have a list of
changes I am happy to complete them as
requested.

ALAN S JOHNSON JR
**Video Editor | Motion Graphics Designer | 3D
Generalist**
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On Aug 19, 2019, at 11:25 AM, Deepak Srivastava (deesriva) <deesriva@cisco.com> wrote:

Please be in the office at 9:00 tomorrow to go over the edits and changes.
Deepak

From: SF Freelance Editor <editor@sffreelance.com>
Date: Monday, August 19, 2019 at 8:14 AM
To: "Deepak Srivastava (deesriva)" <deesriva@cisco.com>
Cc: "Rahul Sagi (rasagi)" <rasagi@cisco.com>, "McConnell, Rickey (00410)" <rickey.mcconnell@creativegroup.com>
Subject: Re: Update Cisco Impact

All,

For your convenience, I have

For your convenience I have
uploaded lower bit rate HD
versions of the previous 4K
versions for easier playback
on phones.

Alan's Creative Transitions
Version

http://nodepost.com/cis/Cisco_Impact_MG_A_HD.mp4

Deepak Directed version

http://nodepost.com/cis/Cisco_Impact_MG_B_HD.mp4

Flat no transitions Version

http://nodepost.com/cis/Cisco_Impact_MG_C_HD.mp4

Alan

ALAN S JOHNSON JR
Video Editor | Motion Graphics
Designer | 3D Generalist

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On Aug 19,
2019, at 7:35
AM, SF
Freelance Editor
<editor@sffreelance.com> wrote:

Good morning,

Here is the
fruits of this
weekends
labors.

Alan's Creative
Transitions
Version
http://nodepost.com/cis/Cisco_Impact_MG_A.mp4

Deepak Directed
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Flat not
transitions
Version
http://nodepost.com/cis/Cisco_Impact_MG_C.mp4

Please let me know you changes. For the logo wall sections I was unable to find 4 of those logos and they were unreadable at the image size, please send those along asap. Also I need links to the stock footage you would like to replace the place holder stock footage I have in the sequence currently @ 00:00:23:26

Alan

**ALAN S
JOHNSON JR**
Video Editor |
Motion Graphics
Designer | 3D
Generalist
[email]
editor@sffreelance.com
[www]
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Subject: Re: Update Cisco Impact
Date: August 20, 2019 at 9:04 AM
To: Joe Sebok <jsebok@creativecircle.com>, SF Freelance Editor <editor@sffreelance.com>
Cc: Pooja Shailendra <pshailendra@creativecircle.com>

DS

Yes all assets and resources, including the comps
Deepak

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Date: Tuesday, August 20, 2019 at 8:52 AM
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Cc: "Smita Hemant Gokhale -X (smgokhal -
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From: SF Freelance Editor
<editor@sffreelance.com>
Date: Monday, August 19, 2019 at 11:40 AM
To: "Deepak Srivastava (deesriva)"
<deesriva@cisco.com>
Cc: "Smita Hemant Gokhale -X (smgokhal - TEKSYSTEMS INC at Cisco)"
<smgokhal@cisco.com>
Subject: Re: Update Cisco Impact

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ALAN S JOHNSON JR
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[email] editor@sffreelance.com
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<rasagi@cisco.com>,
"McConnell, Rickey (00410)"
<rickey.mcconnell@creativegroup.com>
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Subject: RE: Update Cisco Impact
Date: August 20, 2019 at 8:53 AM
To: SF Freelance Editor editor@sffreelance.com
Cc: Deepak Srivastava deesriva@cisco.com, Pooja Shailendra pshailendra@creativecircle.com

JS

I believe what he is looking for specifically are the source files, fyi.

Can you confirm that, Deepak?

Best,

Joe Sebok Recruiter

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Tel 415.615.9999

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Cc: Deepak Srivastava <deesriva@cisco.com>

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Deepak, and Cisco, are in a real time crunch with this current project and they absolutely need you to upload those files as soon as possible this morning. You are putting them, and us, in a precarious position by withholding work which they have rightfully employed us, and you to do.

Withholding files or work already completed for a client is only going to hurt your case in terms of being compensated for the travel expenses and our situation as a whole. I want to help you here, but we need to go about this the right way.

Please upload all the files that Deepak is requesting and let's continue discussing your situation.

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From: Editor SF Freelance <editor@sffreelance.com>
Sent: Monday, August 19, 2019 5:12 PM
To: Deepak Srivastava (deesriva) <deesriva@cisco.com>
Subject: Re: Update Cisco Impact

Hi Deepak,

I won't be able to be onsite tomorrow as I do not currently have the funds for travel or to rent a vehicle, I would really appreciate Cisco reimbursing me for the travel arrangements, in the mean time please compose a list of changes for me to make along with any additional assets, stock footage, graphics etc, needed and I will complete the changes and edit starting tomorrow. Please notate time codes with the list. Thank you so much!

Alan

ALAN S JOHNSON JR

On Aug 19, 2019, at 4:54 PM, Deepak Srivastava (deesriva) <deesriva@cisco.com> wrote:

Hi Alan,
We had the first review of the draft, lot of work is needed on the project. Please be here at 9:00am onsite to go over the changes, edits and suggestions. Thanks.
Deepak

From: SF Freelance Editor <editor@sffreelance.com>
Date: Monday, August 19, 2019 at 12:13 PM
To: "Deepak Srivastava (deesriva)" <deesriva@cisco.com>
Cc: "Smita Hemant Gokhale -X (smgokhal - TEKSYSTEMS INC at Cisco)" <smgokhal@cisco.com>
Subject: Re: Update Cisco Impact

Copy that, I am awaiting a list of changes to make any adjustments needed.

Thank you

Alan

ALAN S JOHNSON JR
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Subject: RE: Update Cisco Impact
Date: August 20, 2019 at 8:52 AM
To: SF Freelance Editor editor@sffreelance.com
Cc: Deepak Srivastava deesriva@cisco.com, Pooja Shailendra pshailendra@creativecircle.com

JS

Hey Alan-

There isn't a discrepancy over travel in question here, as it was never requested nor approved. You went out on your own and rented a car without consent from any other parties.

Please coordinate with Deepak to get him what he needs. Thank you.

You and I can discuss the rest of the situation a little later on today.

Best,

Joe Sebok Recruiter

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Sent: Monday, August 19, 2019 5:12 PM

To: Deepak Srivastava (deesriva) <deesriva@cisco.com>

Subject: Re: Update Cisco Impact

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ALAN S JOHNSON JR

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To: "Deepak Srivastava (deesriva)"

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Cc: "Smita Hemant Gokhale -X (smgokhal - TEKSYSTEMS INC at Cisco)" <smgokhal@cisco.com>

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Date: Monday, August 19,
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To: "Deepak Srivastava
(deesriva)"
<deesriva@cisco.com>
Cc: "Rahul Sagi (rasagi)"
<rasagi@cisco.com>,
"McConnell, Rickey (00410)"
<rickey.mcconnell@creativegroup.com>
Subject: Re: Update Cisco
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uploaded lower bit rate HD
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[act_MG_B.mp4](#)

Flat not
transitions Version
http://nodepost.com/cis/Cisco_Impact_MG_C.mp4

Please let me
know you
changes. For the
logo wall sections
I was unable to
find 4 of those
logos and they
were unreadable
at the image size,
please send those
along asap. Also I
need links to the
stock footage you
would like to
replace the place
holder stock
footage I have in
the sequence
currently @
00:00:23:26

Alan

**ALAN S JOHNSON
JR
Video Editor I
Motion
Graphics Designer I
3D Generalist**
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From: SF Freelance Editor editor@sffreelance.com
Subject: Re: Update Cisco Impact
Date: August 20, 2019 at 8:46 AM
To: Joe Sebok jsebok@creativecircle.com
Cc: Deepak Srivastava deesriva@cisco.com, Pooja Shailendra pshailendra@creativecircle.com
Bcc: Richard Eberly -X (rieberly - TEKSYSTEMS INC at Cisco) rieberly@cisco.com

SE

Joe, Deepak,

Whats in question here is not the skills or expertise or experience I have provided. Whats in question currently is the ethic's of the situation.

I have delivered animation that through out last week was approved by all parties viewing it. because of the discrepancy with the compensation for travel, I worked over the weekend to ensure a solid a review on monday

I understand there are changes now after Monday's review. please send me a list of changes, with time codes and any further assets or direction needed to complete these changes and I will have them made immediately.

Thank you so much

Alan

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I think we are cleared for you to work remotely today, Alan. Let's make sure that all files Deepak needs are uploaded back to him as well. Our primary concern today is that the team has everything they need in order to successfully complete the current project as they are in crunch time at the moment.

Deepak, can you let Alan know exactly what those files are and make sure that you are all squared away on your end, please?

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Sent: Tuesday, August 20, 2019 8:01 AM

To: Joe Sebok <jsebok@creativecircle.com>

Cc: Deepak Srivastava <deesriva@cisco.com>

Subject: Re: Update Cisco Impact

Importance: High

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What time did you need to schedule a call?

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<deesriva@cisco.com>

Cc: "Rahul Sagi (rasagi)"

<rasagi@cisco.com>, "McConnell, Rickey (00410)"

<rickey.mcconnell@creativegroup.com>

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To: SF Freelance Editor editor@sffreelance.com
Cc: Deepak Srivastava deesriva@cisco.com, Pooja Shailendra pshailendra@creativecircle.com

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Sent: Monday, August 19, 2019 5:12 PM

To: Deepak Srivastava (deesriva) <deesriva@cisco.com>

Subject: Re: Update Cisco Impact

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Subject: Re: Update Cisco Impact
Date: August 20, 2019 at 8:01 AM
To: Joe Sebok jsebok@creativecircle.com
Cc: Deepak Srivastava deesriva@cisco.com

SE

Good morning Joe,

I am uploading the files that belong to Cisco currently. I am also waiting on a list of changes from Deepak. As far as holding them up, I delivered the animation on Monday please refer below to the links. It is Tuesday and I am waiting on a list of changes and any assets needed to finish this animation. Since Cisco is refusing to cover my expense to be on site I am going to handle any of their needs or change request remotely at this point. I already put up 600 of my own money to accommodate their needs, Deepak refuses to compensate me for that. I am happy to make the changes they need immediately if they are willing to composite a list of what they want changed as well as links to any assets they needed to do so.

What time did you need to schedule a call?

Alan

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Subject: RE: Update Cisco Impact
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To: Editor SF Freelance editor@sffreelance.com
Cc: ALAN S JOHNSON JR ajohnson@nodepost.com

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Video Editor | Motion Graphics Designer | 3D
Generalist

[email] editor@sffreelance.com

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From: Deepak Srivastava (deesriva) deesriva@cisco.com

Subject: Re: Update Cisco Impact

Date: August 19, 2019 at 5:50 PM

To: Editor SF Freelance editor@sffreelance.com

Cc: Pooja Shailendra pshailendra@creativecircle.com, Smita Hemant Gokhale -X (smgokhal - TEKSYSTEMS INC at Cisco) smgokhal@cisco.com, Rahul Sagi (rasagi) rasagi@cisco.com

DS

Hi Alan,

We need you to be here tomorrow, because the video has lot of design issues and has to be reworked, they are not edits but design changes, in current state the video requires tremendous efforts. If you can't make it, then please upload all the source files, assets and AE files, so that we can work at our end. We don't have the luxury of even wasting a single day on this project, due to tight deadline. The most I can do is, if you can come via Bart to Dublin/Pleasanton station I can pick you up and bring you to office. Let me know ASAP.

Deepak

From: Editor SF Freelance <editor@sffreelance.com>

Date: Monday, August 19, 2019 at 5:12 PM

To: "Deepak Srivastava (deesriva)" <deesriva@cisco.com>

Subject: Re: Update Cisco Impact

Hi Deepak,

I won't be able to be onsite tomorrow as I do not currently have the funds for travel or to rent a vehicle, I would really appreciate Cisco reimbursing me for the travel arrangements, in the mean time please composite a list of changes for me to make along with any additional assets, stock footage, graphics etc, needed and I will complete the changes and edit starting tomorrow. Please note time codes with the list. Thank you so much!

Alan

ALAN S JOHNSON JR

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Subject: Re: Update Cisco Impact
Date: August 19, 2019 at 12:11 PM
To: Deepak Srivastava (deesriva) deesriva@cisco.com
Cc: Smita Hemant Gokhale -X (smgokhal - TEKSYSTEMS INC at Cisco) smgokhal@cisco.com
Bcc: Richard Eberly -X (rieberly - TEKSYSTEMS INC at Cisco) rieberly@cisco.com

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Alan

ALAN S JOHNSON JR

Video Editor | Motion Graphics Designer | 3D Generalist

[email] editor@sffreelance.com

[www] <http://sffreelance.com>

[linkedin] www.linkedin.com/in/nodepost/

[reel] <https://www.youtube.com/user/nodepost>

[cell] 628.777.6097

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From: **SF Freelance Editor** editor@sffreelance.com
Subject: Re: Update Cisco Impact
Date: August 19, 2019 at 12:02 PM
To: Richard Eberly -X (rieberly - TEKSYSTEMS INC at Cisco) rieberly@cisco.com

SE

ALAN S JOHNSON JR
Video Editor | Motion Graphics Designer | 3D Generalist

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On Aug 19, 2019, at 8:14 AM, SF Freelance Editor <editor@sffreelance.com> wrote:

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From: SF Freelance Editor editor@sffreelance.com
Subject: Re: Update Cisco Impact
Date: August 19, 2019 at 11:39 AM
To: Deepak Srivastava (deesriva) deesriva@cisco.com
Cc: Smita Hemant Gokhale -X (smgokhal - TEKSYSTEMS INC at Cisco) smgokhal@cisco.com
Bcc: Joe Sebok jsebok@creativecircle.com, Pooja Shailendra pshailendra@creativecircle.com

SE

Working on it Deepak, trying to resolve the travel accommodations. If you have a list of changes I am happy to complete them as requested.

ALAN S JOHNSON JR
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On Aug 19, 2019, at 11:25 AM, Deepak Srivastava (deesriva) <deesriva@cisco.com> wrote:

Please be in the office at 9:00 tomorrow to go over the edits and changes.
Deepak

From: SF Freelance Editor <editor@sffreelance.com>
Date: Monday, August 19, 2019 at 8:14 AM
To: "Deepak Srivastava (deesriva)" <deesriva@cisco.com>
Cc: "Rahul Sagi (rasagi)" <rasagi@cisco.com>, "McConnell, Rickey (00410)" <rickey.mcconnell@creativegroup.com>
Subject: Re: Update Cisco Impact

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From: Deepak Srivastava (deesriva) deesriva@cisco.com
Subject: Re: Update Cisco Impact
Date: August 19, 2019 at 11:26 AM
To: SF Freelance Editor editor@sffreelance.com
Cc: Smita Hemant Gokhale -X (smgokhal - TEKSYSTEMS INC at Cisco) smgokhal@cisco.com

DS

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Date: Monday, August 19, 2019 at 8:14 AM
To: "Deepak Srivastava (deesriva)" <deesriva@cisco.com>
Cc: "Rahul Sagi (rasagi)" <rasagi@cisco.com>, "McConnell, Rickey (00410)" <rickey.mcconnell@creativegroup.com>
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From: ALAN S JOHNSON JR ajohnson@nodepost.com 
Subject: Re: Employee Handbook Info
Date: August 20, 2019 at 12:54 PM
To: Joe Sebok jsebok@creativecircle.com



Hi Joe,

I have reported this incident to the Cisco Ethics division and I have now reported this issue to Creative Circles HR. I have not created anything on any of Cisco's equipment or used any of Cisco's Licenses to develop any original animation or art for the project that I was requested to work on by Cisco out side of our agreement or the job I applied for which is 3D modeling and Texture painting. Please see the attached.



Creative Circle
Opp 3...0hr.pdf

I do not appreciate the threat you made today on the phone that both Cisco and Creative Circle will not work with me again due to this issue and the accusation that I am not complying or holding the project hostage when I am currently uploading all assets for two illegal and undisclosed projects that I was kind enough to meet the demands of Creative Circles client with the expectation that Cisco would do business correctly and legally by opening new PO's for these projects of Motion Graphics Animation and VFX work.

I do not appreciate the mistake you made shorting my hourly by 2 dollars off the top. I also do not appreciate the client requesting of me to work overtime to meet the delivery demands of their projects but explicitly requesting that I log that time in the later days and coming weeks as regular time. I do not appreciate the client not willing to reimburse me the 600+ dollars I had to spend to meet the demands and requests of this project.

I do not appreciate that I am now being discriminated against because I have stood up for my rights and I have not complied with an illegal request and because of this situation this project is essentially being pulled from me now. At this point I have not even worked not the actual project I was hired for and under contract with and I am now suffering financial losses for a project I wasn't even hired for.

I also do not appreciate being coerced currently to provide IP for a project that I was never officially assigned to by Creative Circle and asked to do by Cisco.

I have not signed any documentation or NDA with Cisco that requires me to turn over my IP to them or Creative Circle.

I have asked multiple times now for a list of changes, assets and any further direction to finish this project and get Cisco a rendered playback of the animation I was requested to work on out side the scope of the job description and contract I was hired for. I have not received a response and I am ready to make any changes or modifications to the animation necessary immediately.

I am currently uploading all rendered animations, creative assets and footage used for both the animation and the video project.

I will not give turn over the After Effects project over containing my IP that I created on my machine with my licenses to Cisco with out proper compensation that is not detailed in the scope of the actual contract I was hired for.

I have developed a ton of original animation and art for this out of scope and illegal undisclosed project. I am well with in my rights to not turn over my IP at all.

At this point since both you and Deepak are unwilling to work with me with in the legal constructs of our agreement, I have been forced to seek a higher level of assistance to this matter.

I am awaiting a list of changes and direction to finish this project immediately. I have asked several times for this and I am receiving no clear communication on this. I am standing by professionally at this point to complete this project.

Thank you for your time,

Alan

ALAN S JOHNSON JR
Video Editor | Motion Graphics Designer | 3D Generalist
[email] editor@sffreelance.com
Website: <http://sffreelance.com>

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On Aug 20, 2019, at 12:00 PM, Joe Sebok <jsebok@creativecircle.com> wrote:

Hey Alan-

Wanted to attach our Employee Handbook for you here. Would ask you to take a look at page 16, under the "USE OF ELECTRONIC MEDIA" section.

Handbook: <https://www.creativecircle.com/wp-content/uploads/pdfs/United-States-Handbook.pdf>

Really hoping we can resolve this entire issue and get the team the files they need, Alan. I know you are feeling like you are being taken advantage of, but you are going to be paid for the work that you are doing on this project. No one is withholding anything from you on that front. Per our contract, those After Effects source files are the property of Cisco. We are paying you to work on them and you don't own them at that point. You aren't only being compensated for the renders and files, but those as well, so that if they want to make changes or have another designer work on them in the future, they will have the option to do so. It's coverage in our contract with you and also the Employee Handbook above.

Let me know if I can help in any way at all. Just want to make sure that we are able to handle this amicably and in a way where our relationship with our client and with with you is protected.

Best,

Joe Sebok Recruiter

Creative Circle | Digital + Creative Staffing

595 Market Street, Suite 2400, San Francisco, CA 94105

Tel 415.615.9999

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WE LOVE REFERRALS!

Know an advertising, design, interactive or marketing professional who is looking for freelance or full time work? Send them my way!

Let's connect on LinkedIn! <https://www.linkedin.com/in/ioesebok>

From: Joe Sebok jsebok@creativecircle.com
Subject: Employee Handbook Info
Date: August 20, 2019 at 12:00 PM
To: ALAN S JOHNSON JR ajohnson@nodepost.com

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Let me know if I can help in any way at all. Just want to make sure that we are able to handle this amicably and in a way where our relationship with our client and with with you is protected.

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Know an advertising, design, interactive or marketing professional who is looking for freelance or full time work? Send them my way!

Let's connect on LinkedIn! <https://www.linkedin.com/in/joesebok>

From: ALAN S JOHNSON JR ajohnson@nodepost.com
Subject: Re: Your Assignment with Cisco
Date: August 22, 2019 at 12:14 PM
To: Nicole Kramer nkramer@creativecircle.com
Cc: Joe Sebok jsebok@creativecircle.com



Nichole,

This time was not logged on the the last time card submitted as Deepak explicitly asked me not to log OT for the two projects I was assigned out side of the scope of the contract I was hired for. If you examine the files I have linked everyone too this proves the times I am speaking of in the date created data. Also none of these Jobs were completed and delivered onsite at Cisco.

Why is your client requesting I do illegal time reporting and why is the client not opening additional PO's for the new projects assigned to me outside of the scope of my contract that I was hired for?

Why was this issue neglected when I immediately brought it up to my contact Joe Sebok?

I feel I was doing my best to represent both parties requirements and demands here with total transparency and professionalism.

ALAN S JOHNSON JR
Video Editor | Motion Graphics Designer | 3D Generalist

[email] editor@sffreelance.com

[www] <http://sffreelance.com>

[linkedin] www.linkedin.com/in/nodepost/

[reel] <https://www.youtube.com/user/nodepost>

[cell] 628.777.6097

~ **Time is money; don't waste it** ~ unknown

~ **Say it with cash** ~ unknown

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On Aug 22, 2019, at 11:40 AM, Nicole Kramer <nkramer@creativecircle.com> wrote:

Hi Alan,

As a reminder, your employment is "at will", meaning that even if we provide an estimated duration for a given assignment, the reality is that the Client, Creative Circle, or you may end the assignment at any time with or without cause or notice.

Though the client has decided to end your assignment, we want to ensure that you are paid accurately for your time worked including any associated overtime. Can you please submit a timecard that reflects this?

Thank you,

Nicole Kramer Sr. HR Business Partner

Creative Circle | Digital + Creative Staffing

5900 Wilshire Blvd., 11th Floor, Los Angeles, CA 90036

Tel 323.381.7916 | Fax 888.979.6348

creativecircle.com | [facebook](#) | [twitter](#) | [LinkedIn](#) | [Instagram](#)

From: ALAN S JOHNSON JR <ajohnson@nodepost.com>

Sent: Thursday, August 22, 2019 10:56 AM

To: Joe Sebok <jsebok@creativecircle.com>

Cc: Nicole Kramer <nkramer@creativecircle.com>

Subject: Re: Your Assignment with Cisco

Importance: High

Joe,

I have sent everything already here are the links again just incase the whole email chain missed it.

http://nodepost.com/cis/Cisco_Sos.zip

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Thank you,
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Subject: RE: Your Assignment with Cisco
Date: August 22, 2019 at 11:41 AM
To: ALAN S JOHNSON JR ajohnson@nodepost.com, Joe Sebok jsebok@creativecircle.com

NK

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From: Joe Sebok jsebok@creativecircle.com
Subject: RE: Your Assignment with Cisco
Date: August 22, 2019 at 10:43 AM
To: ALAN S JOHNSON JR ajohnson@nodepost.com
Cc: Nicole Kramer nkramer@creativecircle.com

JS

Alan-

Wanted to attach our Employee Agreement as well. Apologies.

Best,

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Importance: High

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